

### Assessment for Relevance Form

This is a legal document stating you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission

<b>What is being assessed:</b>	Care Home Professional Support Team (CHPST)
<b>Named Officer / Directorate:</b>	Josaleen Connolly, Senior Nurse, Care Homes Leadership & Support Nursing Directorate

Protected Characteristics	Impact Rating Positive, Adverse or Neutral Impact	Rationale (provide evidence for your rating)
---------------------------	--	--

**Socio-economic factors such as poverty, unemployment, discrimination, poor working conditions and a lack of education can all affect an individual's ability to access services. This can also be further broken down depending on protected characteristics (listed below).**

<b>Age</b> <ul style="list-style-type: none"> <li>Children and young people</li> <li>Adults</li> <li>Older People</li> </ul>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. The support provided includes training, knowledge and guidance on best practice to enable improvement in care for the residents living there.
<b>Disability</b> (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	Neutral	The support provided by the CHPST to staff and residents will not exclude any person with a disability but each individual will be approached and treated with respect during their assessment and review in order to decide collaboratively, the best outcome.
<b>Gender Reassignment (trans)</b>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. Some identifying as trans would not be excluded from this.
<b>Marriage and Civil Partnership</b>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. Someone's marital status would not exclude them from this.
<b>Pregnancy and Maternity</b>	Neutral	It is not anticipated that residents in the care home would be of child bearing age and therefore pregnancy would not be a consideration.
<b>Race / Ethnicity</b>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. Someone's race or ethnicity would not exclude them from this.

<b>Religion / Faith</b>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. Someone's religion, faith or belief would not exclude them from this.
<b>Sex (male/female/non binary)</b>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. Someone's sex would not exclude them from this.
<b>Sexual orientation</b>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. Someone's sexual orientation would not exclude them from this.
<b>Staff</b>	Neutral	The CHPST support the staff and managers working in Care Homes with adults and older people. The support provided includes training, knowledge and guidance on best practice to enable improvement in care for the residents living there.

**If you have answered positive or adverse impact to any of the groups, an equality impact assessment should be carried out (see flowchart).**

<b>If the policy involves a strategic decision, will it impact on socio-economic disadvantage?</b>	<b>Rationale (provide evidence for your rating)</b>
People living on a low income compared to most others in Scotland	The CHPST will have neutral impact on those on a low income. The support will be offered to all people in Care Homes including staff.
People living in deprived areas	
People living in deprived communities of interest	

**If the policy involves a strategic decision you should carry out a [Fairer Scotland Duty Assessment](#).**