

Equality Impact Assessment Guidance can be found here; [Viewing Document: Equality Impact Assessment Guidance \(iow.gov.uk\)](#) or, via SharePoint.

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Jessica Entwistle/ Kathie Glover
Directorate/School name:	Adult Social Care - Commissioning
Date of Completion:	04/02/2022

Name of Policy/Strategy/Service/Function Proposal

Isle of Wight Dementia Strategy 2022 - 2025

The Aims, Objectives and Expected Outcomes:

This system Dementia Strategy sets out the commissioning intentions with regard to supporting people on the island with dementia and their family and carers.

There have been previous Dementia strategies for the Isle of Wight with limited implementation and engagement. This new Dementia strategy took a different approach and asked key voluntary sector partners to lead the development of this strategy with support from statutory partners.

The aim and objective of this strategy is to ensure that statutory, independent and voluntary sector organisations provide the best care and support for people living with dementia and their family and carers on the Isle of Wight using the national framework of Preventing Well, Diagnosing Well, Living Well, Supporting Well and Dying Well.

The strategy identifies key changes we expect to see due to the implementation and changes to ways of working which include:

- People will receive information and advice on the best ways that might reduce the likelihood of memory issues related to ageing
- People will receive clear public health messaging about living a healthy life and how this could reduce the risk of dementia
- People with dementia will receive a timely diagnosis, and have an improved experience of receiving their diagnosis from staff
- People will receive the information they need at the right time
- People will have a better understanding of support available before and after receiving a diagnosis
- People with dementia their family and carers will have better access to education and information about dementia
- People with dementia will receive improved services, as staff will be educated to provide appropriate and caring support
- Carers of people with dementia will feel better supported in their caring role, and empowered to

Equality Impact Assessment Guidance can be found here; [Viewing Document: Equality Impact Assessment Guidance \(iow.gov.uk\)](#) or, via SharePoint.

influence services

- Health and social care staff will have a better understanding of available end of life services for people with dementia their family and carers
- Carers of people with dementia will have improved support before, during and after a person with dementia dies

There are further outcomes included within the strategy that can be found in the full document




Please delete as appropriate:

- This is a new strategy

Key Questions to Consider in Assessing Potential Impact	
Will the strategy have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	Yes
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s/school’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services, council or schools function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	Yes
Does the proposal involve a significant commitment of resources?	No – resources are already committed this strategy may mean we use them differently
Does the proposal relate to an area where there are known inequalities?	Yes
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service/Headteacher.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			<p>The Dementia Strategy will support organisations on the Isle of Wight to better support people with dementia and their carers, through improved services that meets locally identified needs.</p> <p>Prevalence of dementia is higher in older age allowing the strategy to have a positive impact on older people</p>
Disability	X			<p>The Dementia Strategy will support organisations on the Isle of Wight to better support people with dementia and their carers, through improved service that meets locally identified needs.</p> <p>The commitments in the strategy will help to better support people with dementia and potentially other cognitive disabilities</p>
Gender Reassignment			X	The Dementia Strategy will seek to improve dementia services for all eligible Isle of Wight residents regardless of gender reassignment
Marriage & Civil Partnership			X	The Dementia Strategy will seek to improve dementia services for all eligible Isle of Wight residents regardless of their marriage or civil partnership status
Pregnancy & Maternity			X	The Dementia Strategy will seek to improve dementia services for all eligible Isle of Wight residents regardless of their pregnancy or maternity status
Race			X	The Dementia Strategy will seek to improve dementia services for all eligible Isle of Wight residents regardless of their race
Religion / Belief			X	The Dementia Strategy will seek to improve dementia services for all eligible Isle of Wight residents regardless of their religion or beliefs
Sex (male / female)			X	The Dementia Strategy will seek to improve dementia services for all eligible Isle of Wight residents regardless of their sex
Sexual Orientation			X	The Dementia Strategy will seek to improve dementia services for all eligible Isle of Wight residents regardless of their sexual orientation

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
The strategy improves the quality of services that people with dementia receive, helping to ensure that they receive timely and good quality services, and that appropriate reasonable adjustments are made in other service areas such as the IW NHS Trust.	

Evidence Considered During Screening
<p>Local Joint Strategic Needs Assessment data relating to demographics, population and equality and diversity: JSNA - Demographics and population - Service Details (iow.gov.uk)</p> <p>Detailed dementia stocktake completed 2019</p> <p> Dementia stocktake v2.0 FINAL.pdf</p> <p>Dementia Strategy Consultation completed 2019</p> <p> Dementia Strategy Co-production Repc</p> <p>Dementia Strategy 2022 – 2025</p> <p> Isle of Wight Dementia Strategy 2</p>

Head of Service/Headteacher sign off & date:	Laura Gaudion – Interim Director for Adult Social Care and Housing Needs 10 Feb 2022
Legal sign off & date:	Jodie Gibson - Trainee Solicitor 14 Feb 2022

A signed version is to be kept by your team and also an electronic version can be published on the council's / school's website (follow the link from the EIA page on the intranet) unless it relates to staffing/specific individuals. In which case, it should only be kept by your team.

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Jessica Entwistle/ Kathie Glover
Directorate/School name:	Adult Social Care - Commissioning
Date of Completion:	04/02/2022

Name of Policy/Strategy/Service/Function Proposal

Isle of Wight Dementia Strategy 2022 - 2025

The Aims, Objectives and Expected Outcomes:

This system Dementia Strategy sets out the commissioning intentions with regard to supporting people on the island with dementia and their carers.

There have been previous Dementia strategies for the Isle of Wight with limited implementation and engagement. This new Dementia strategy took a different approach and asked key voluntary sector partners to lead the development of this strategy with support from statutory partners.

The aim and objective of this strategy is to ensure that statutory, independent and voluntary sector organisations provide the best care and support for people living with dementia and their family and carers on the Isle of Wight using the national framework of Preventing Well, Diagnosing Well, Living Well, Supporting Well and Dying Well.

The strategy identifies key changes we expect to see due to the implementation and changes to ways of working which include:

- People will receive information and advice on the best ways that might reduce the likelihood of memory issues related to ageing
- People will receive clear public health messaging about living a healthy life and how this could reduce the risk of dementia
- People with dementia will receive a timely diagnosis, and have an improved experience of receiving their diagnosis from staff
- People will receive the information they need at the right time
- People will have a better understanding of support available before and after receiving a diagnosis
- People with dementia their family and carers will have better access to education and information about dementia
- People with dementia will receive improved services, as staff will be educated to provide appropriate and caring support
- Carers of people with dementia will feel better supported in their caring role, and empowered to influence services
- Health and social care staff will have a better understanding of available end of life services for people with dementia their family and carers
- Carers of people with dementia will have improved support before, during and after a person with dementia dies

There are further outcomes included in the strategy that can be found in the full document

Please delete as appropriate:

- This is a new strategy

Scope of the Equality Impact Assessment

The Isle of Wight Dementia Strategy relates to the care, support and services provided for people living with dementia on the Isle of Wight and their families and unpaid carers. The strategy also seeks to shape and improve the work of the professionals and organisations who work with them.

The strategy has been written following a public consultation and detailed stocktake of current provision, and these can be reviewed in full as evidence to support the commitments identified in the strategy under the chapter headings:

- Preventing Well
- Diagnosing Well
- Living Well
- Supporting Well
- Dying Well

Initial non identifiable data was collected in the development of this strategy through the stocktake (completed by statutory partners) and the public consultation (completed by the voluntary sector partners).

The development of this strategy has been either led or co-produced by voluntary sector partners including people with lived experience at all stages. The key stakeholders for this piece of work are:

- IW council (Adult Social Care and Public Health)
- IW NHS Trust (Acute, Community and Mental Health Divisions)
- Hampshire and IW CCG
- Alzheimer's Café
- Carers IW
- Age UK IW
- Dementia Awareness Partnership
- Independent Arts
- Alzheimer's Society
- Mountbatten

After the strategy has been launched a detailed implementation plan will be created with key oversight from the partners mentioned above, as part of this the success and improvements delivered by the strategy will be measured through governance which will look at metrics linked to the outcomes and impact identified in the strategy.

Analysis and assessment

Assessment of evidence and data collected as part of a comprehensive stocktake of dementia service provision on the Isle of Wight carried out in 2019, together with feedback and input from people with lived experience and their families, has led us to conclude that the Isle of Wight Dementia Strategy will have no negative impact on minority, disadvantaged, vulnerable and socially excluded groups.

The implementation of the Isle of Wight Dementia Strategy will have a positive impact on people with the following characteristics:

Age - Dementia is a condition which predominantly affects people over the age of 65, however it can affect younger people. The strategy will seek to improve services for all dementia sufferers regardless of their age. By introducing this system wide strategy we will provide opportunities for partners from the statutory and community sectors to work more closely together providing improved and timely advice, information and support for people living with dementia and their families and carers.

Disability – Many people living with a diagnosis of dementia with also suffer from other comorbidities or disabilities which impact on their lives. The strategy will seek to improve dementia care, support and services for all people with a diagnosis of dementia or cognitive decline regardless of any other disability they may have. With system partners working more closely and with common priorities and objectives set out in this strategy, people will receive more holistic and joined up services which better meet their needs.

Our assessment concluded that the implementation of the Isle of Wight Dementia Strategy will have a neutral impact on people with the following protected characteristics: gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex (male/female) and sexual orientation. This is because the strategy will provide access to dementia support and services which are fully inclusive regardless of these characteristics.

Furthermore this assessment identified opportunities for the Isle of Wight Dementia Strategy to support a reduction in discrimination and advance the equality of opportunity for people with dementia and to foster good relations between people who share a protected characteristic and people who do not. This will be achieved by raising awareness of dementia, developing dementia friendly environments and providing the support that people need to challenge prejudice or discrimination on the basis of their protected characteristic(s).

Recommendations

It is recommended that the Strategy is progressed for approval by cabinet and all other statutory partners enabling it to be implemented to improve support and care services for Island residents

Equality Impact Assessment Guidance can be found here; [Viewing Document: Equality Impact Assessment Guidance \(iow.gov.uk\)](#) or, via SharePoint.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia regardless of their age. • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
Disability	Positive	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia including those with other disabilities or conditions which impact on their lives.

				<ul style="list-style-type: none"> • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
Gender Reassignment	No impact	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia including those with this protected characteristic. • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
Marriage & Civil Partnership	No impact	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia including those with this protected characteristic. • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will

				<p>ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.</p>
Pregnancy & Maternity	No impact	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia including those with this protected characteristic. • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
Race	No impact	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia regardless of their race. • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
Religion / Belief	No impact	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care

				<p>for any person living with dementia regardless of their religion or beliefs</p> <ul style="list-style-type: none">• The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families.• The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
--	--	--	--	--

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)	No impact	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia regardless of their sex • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
Sexual Orientation	No impact	No	n/a	<ul style="list-style-type: none"> • The Isle of Wight Dementia Strategy will seek to improve dementia services and provide better pathways of care for any person living with dementia regardless of their sexual orientation • The strategy will develop a shared vision and priorities for all statutory organisations and encourage joint working and better communication providing better outcomes for people living with dementia and their families. • The continued involvement and governance from partners in the voluntary and community sector will ensure that the voice of people with lived experience is used to monitor the progress and impact of the strategy and highlight any areas requiring urgent or additional review.
HR & workforce issues	Positive	No	n/a	The Isle of Wight Dementia Strategy seeks to deliver programmes of dementia training and awareness raising for staff working in all sectors of health and care. This will ensure that people with dementia are supported by competent, skilled and caring staff. It is expected that this opportunity for

				professional development will have a positive impact on both the workforce and the people that they support.
Human Rights implications if relevant	Positive	No	n/a	<p>The Isle of Wight Dementia Strategy seeks to support the fundamental rights and freedoms set out in the Human Rights Act 1998.</p> <p>In particular it will deliver services which support a persons' rights under Article 5 in respect of their family life and home, by supporting people to access care and support which enables them to live in a place of their choice for as long as possible, and also provides support for family carers which will enable them to sustain family relationships.</p> <p>The strategy will also support a persons' rights under Article 14 by seeking to reduce discrimination and advancing the equality of opportunity for people with dementia, fostering good relations between people who share a protected characteristic and people who do not. This will be achieved by raising awareness of dementia, developing dementia friendly environments and providing the support that people need to challenge prejudice or discrimination on the basis of their protected characteristic(s).</p>

Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) or school board and incorporated into your service/team/school Plans and /or objectives of key staff

Summary	
Date of Assessment:	9 Feb 2022
Head of Service/Director/Headteacher sign off & date:	Laura Gaudion – Interim Director for Adult Social Care and Housing Needs 10 Feb 2022
Legal sign off & date:	Jodie Gibson - Trainee Solicitor 14 Feb 2022
Review date	
Date published	

<i>Publishing checklist</i>	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over/school arenas for challenge?</i> • <i>Signing off – has your Head of Service/Director/Headteacher signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s/school’s website</i> 		