

AssessmentNo	351	Owner	rrea
Resource	Transformation		Service/Establishment CCCF
	First Name	Surname	Job title
Head Officer	Ricardo	Rea	Performance and Strategy Officer
	(include job titles/organisation)		
Members	Ricardo Rea, Amanda Graham		
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>		
Policy Title	Older Peoples' Champion Proposal		
	The aim, objective, purpose and intended out come of policy		
	To consider the best way that the Council can bring a focus to equality for older people (defined for the purposes of policy by the Scottish Government as people of 50 and older) by examining the options of: - Introduce no Older Persons Champion Role, and emphasis the range of work underway and planned - Introduce an Equalities Champion Role that covers older people and other protected characteristics - Introduce an Older Persons Champion Role, and consider other Champions Roles; Having a champion for only one group would raise the question of having others		
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.		
	Discussion at PAMG contributed to the impact assessment to this proposal, Performance and Strategy Officer, discussion and research.		
Does the proposals involve the procurement of any goods or services?		No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.		No	
SCREENING			
<i>You must indicate if there is any relevance to the four areas</i>			
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)		Yes	
Relevance to Human Rights (HR)		Yes	
Relevance to Health Impacts (H)		Yes	
Relevance to Social Economic Impacts (SE)		Yes	
Who will be affected by this policy?			
Older people from all protected groups, people in West Dunbartonshire generally			
Who will be/has been involved in the consultation process?			
Other Councils were contacted to compare their approaches and what impacts could be discerned. The greatest commonality was that raising the awareness of equality and diversity issues was the most beneficial effect, however this was done through either a combined or spate champions/spokes people.			
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.			
	Needs	Evidence	Impact
Age	Older people have a	Inter generational	Positive,

	broad variety of needs that sometimes, are stereotyped as being narrower because of age	work can benefit people of all ages, e.g. in tackling isolation a recognised issue for some older and younger people	opportunities to emphasis inter-sectionality of issues. Especially given effects of Pandemic at each end of the age spectrum
Cross Cutting	The Council has a duty to foster good relations, and social cohesion is a priority given the effects of the pandemic	Evidence shows that historically disadvantaged groups, for example women, severely disabled people, and people from Black Minority Ethnic background are likely to be disproportionately further impacted by the pandemic. These characteristics cross cut with age.	Positive opportunity to bring public focus to equality issues in an integrated way at a time of change
Disability	Isolation and digital inclusion are concerns as well as health	Much existing disadvantage worsened by COVID. Issue cross cut with age both for younger and older disabled people	Positive, opportunities to emphasis inter-sectionality of issues. Especially given effects of Pandemic
Social & Economic Impact	Need to look at these impacts in light of how they cross cut with equality groups	Those income deprived likely more heavily effected by COVID; e.g. women, younger people, BME groups, disabled people	Positive, bringing focus to uneven impact of COVID helps economically helps understand of issues
Sex	Need for a gendered approach to policy making and implementation	Women: much existing disadvantage worsened by COVID. Domestic abuse has increased during the pandemic. Increased burden of child care and schooling on women during the pandemic	Positive, opportunities to emphasis inter-sectionality of issues. Especially given effects of Pandemic on women
Gender Reassign	Cross cuts with Sexual Orientation and sex	Cross cuts with Sexual Orientation and sex	Positive, opportunities to emphasis inter-sectionality of issues.

Health	Health and equalities issues run in parallel	Mental health is high on the agenda, physical health less so	Positive, opportunity to tie issues together in cohesive fashion
Human Rights	Human rights and equalities issue run in parallel	Public understanding of human rights is patchy	Positive, opportunity to tie issues together in cohesive fashion
Marriage & Civil Partnership	This areas cross cuts with concerns under 'sex'	This areas cross cuts with concerns under 'sex'	Positive, opportunities to emphasis inter-sectionality of issues.
Pregnancy & Maternity	Cross cuts with sex	90% of single parents are women. Single parents are more likely to be in poverty	Positive, opportunities to emphasis inter-sectionality of issues.
Race	Health has been much to the fore during COVID, but other inequalities have also worsened.	BME Groups: Much existing disadvantage worsened by COVID. There is often an assumption, without study of evidence that older BME people are necessarily more included in family life in a positive way than older white people.	Positive, opportunities to emphasis inter-sectionality of issues. Especially given effects of Pandemic
Religion and Belief	There are some cross cutting issues with 'race'	90% of those who identify as Pakistani for example are also Muslim; BME groups more likely to be in poverty	Positive, opportunities to emphasis inter-sectionality of issues.
Sexual Orientation	Bringing equalities together gives an opportunity to remind people that existing inequalities are still with us	The Council has worked to highlight the need for LGB equality and we would like to maintain momentum	Positive, opportunities to emphasis inter-sectionality of issues.

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Will the impact of the policy be monitored and reported on an ongoing bases?

West Dunbartonshire already has an appropriate structures in place; The Council's Equality and Diversity Working that will help us assess impact, and provide support to the

champion. The West Dunbartonshire Equality Forum, which contains community groups and community planning partners also provides a strong base for supporting work to bring focus to equality issues.
Q7 What is your recommendation for this policy?
Please provide a meaningful summary of how you have reached the recommendation
Examination of the options suggests that the optimal route to add the most value is to introduce an Equalities Champion Role that covers older people and other protected characteristics. This recognises the inter relatedness of elements such as age, disability, sex, ethnicity and the other protected characteristics. It recommend approach is in line with the Council general approach to equality, and is well comes at a time were there is momentum around challenging discrimination, advancing equality and strengthening social cohesion.