

NHS Greater Glasgow and Clyde Equality Impact Assessment Tool

Equality Impact Assessment is a legal requirement as set out in the Equality Act (2010) and the Equality Act 2010 (Specific Duties)(Scotland) regulations 2012 and may be used as evidence for cases referred for further investigation for compliance issues. Please refer to the EQIA Guidance Document while completing this form. Please note that prior to starting an EQIA all Lead Reviewers are required to attend a Lead Reviewer training session or arrange to meet with a member of the Equality and Human Rights Team to discuss the process. Please contact CITAdminTeam@ggc.scot.nhs.uk for further details or call 0141 2014560.

Name of Policy/Service Review/Service Development/Service Redesign/New Service:

East Dunbartonshire HSCP Property Strategy 2023 – 2025

Is this a: Current Service Service Development Service Redesign New Service New Policy Policy Review

Description of the service & rationale for selection for EQIA: (Please state if this is part of a Board-wide service or is locally driven).

What does the service or policy do/aim to achieve? Please give as much information as you can, remembering that this document will be published in the public domain and should promote transparency.

East Dunbartonshire HSCP Property Strategy 2023 – 2025 sets the direction for actions needed to deliver health and social care services across East Dunbartonshire HSCP whilst operating in an environment where resource and finances are limited. This builds on the previous Property Strategy for the HSCP approved in May 2018.

The HSCP Property Strategy 2023 - 2025 aligns to the HSCP Strategic Plan 2022-2025 and will set out our aspirations for modern, fit for purpose accommodation from which to deliver health and social care services to the population of East Dunbartonshire and in support delivery of our strategic priorities.

The Scottish Government's Financial Planning Guidance for Health and Social Care Integration states that:

“The Chief Officer of the Integration Joint Board is recommended to consult with the Local Authority and Health Board partners to make best use of existing resources and develop capital programmes. The Integration Joint Board should identify the asset requirements to support the Strategic Plan. This will enable the Chief Officer to identify capital investment projects, or business cases to submit to the Health Board and Local Authority for consideration as part of the capital planning processes, recognising that partnership discussion would be required at an early stage if a project was jointly funded.”

The current property assets utilised by East Dunbartonshire HSCP are managed by NHSGG&C or East Dunbartonshire Council and the HSCP work closely with our parent bodies' policies and governance processes for management of property assets.

The second iteration of our HSCP Property Strategy plan will align with the HSCP Strategic Plan Priorities 2022 - 2025 by:-

Empowering People through

- Reducing inequality and inequity of outcomes by ensuring services are accessible and delivered close to local communities

Empowering Communities through

- Building local Integrated Teams
- Modernise Day Services

Post Pandemic Renewal through

- Understanding and responding to the impact of the pandemic by creating space within accommodation to deliver services safely, adhering to ventilation, infection control and other requirements learned during the pandemic.

Maximising Operation Integration through

- Right Care, Right Place: Urgent and un-scheduled health and social care redesign by ensuring there is capacity within local accommodation to deliver services in the right setting as close to local communities as possible in line with the NHSGGC Moving Forward Together strategy.

Workforce and Organisational Development through

- Supporting the wellbeing of the health and social care workforce by having modern, fit for purpose accommodation which provides a positive working environment and supports staff to work flexibly in line with hybrid working policies
- Equipping the workforce and workplace during and after the pandemic by embracing the work practices developed during the pandemic and building on these through improvements to accommodation to facilitate a different way of working

Medium Term Financial Planning and Strategic Planning by

- Maximising Available Resources by ensuring existing accommodation is used to its full potential and, first and foremost, supports frontline service delivery to our patients and service users and consider the priorities for increasing accommodation capacity across the HSCP area.
- Delivering Financial Sustainability by maximising hybrid working opportunities which facilitates better use of current accommodation to deliver frontline and clinical services

Collaborative Commissioning and whole system working by

- Supporting Primary Care improvement by developing accommodation solutions to expand clinical services in delivery of the GP Contract.

Infrastructure and Technology through

- Modernising health and social care delivery through improvements to accommodation to achieve modern, fit for purpose premises from which to deliver high quality services
- Maximising the potential of digital solutions to reflect new ways for individuals to access and receive services through a digital first approach with buildings adapted to meet and facilitate the digital challenge.

As the HSCP Property Strategy aligns closely with the East Dunbartonshire HSCP Strategic Plan 2022-2025, this EQIA should be read alongside the Strategic Plan EQIA.

Why was this service or policy selected for EQIA? Where does it link to organisational priorities? (If no link, please provide evidence of proportionality, relevance, potential legal risk etc.)

East Dunbartonshire HSCP undertakes an EQIA on significant changes to policy or services, and decisions that could have disproportionate impacts on individuals or groups protected under the Equalities Act 2010. We believe that it is good practice when developing a policy, strategy or a new initiative to anticipate the likely effects it may have, and to take steps to prevent or minimise, any likely harmful effects, especially on persons who share any of the characteristics that are protected under the Equalities Act. This ensures that disadvantaged groups are not further disadvantaged by the policies and strategies we adopt. It also ensures that the IJB are properly advised of the potential effects of proposals before they take decisions that affect people's lives.

Who is the lead reviewer and when did they attend Lead reviewer Training? (Please note the lead reviewer must be someone in a position to authorise any actions identified as a result of the EQIA)

Name: Vandrew McLean Anthony Craig	Date of Lead Reviewer Training: October 2023 May 2018
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**Please list the staff involved in carrying out this EQIA
 (Where non-NHS staff are involved e.g. third sector reps or patients, please record their organisation or reason for inclusion):**

Vandrew McLean, Corporate Business Manager Jean Campbell, Chief Finance and Resources Officer Anthony Craig, Development Officer, Public Health Improvement Team Allison Willacy, Planning, Performance and Quality Officer
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		<i>Example</i>	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
1.	<p>What equalities information is routinely collected from people currently using the service or affected by the policy? If this is a new service proposal what data do you have on proposed service user groups. Please note any barriers to collecting this data in your submitted evidence and an explanation for any protected characteristic data omitted.</p>	<p><i>A sexual health service collects service user data covering all 9 protected characteristics to enable them to monitor patterns of use.</i></p>	<p>Promoting equality and addressing health inequalities are at the heart of East Dunbartonshire Health and Social Care Partnership's (HSCP) vision and values.</p> <p>Vision: 'Caring together to make a positive difference'</p> <p>Values: Honesty, Integrity, Professionalism, Empathy and Compassion, Respect</p> <p>The HSCP Property Strategy details future aspirations to improve and redesign properties, expansion into non-traditional HSCP properties (Retail Units) and a proposal for a Health and Care Centre in the West Locality (Bearsden/Milngavie) (<i>East Locality-Bishopbriggs, Kirkintilloch, Lennoxton, Lenzie, Torrance and Twechar</i>).</p> <p>Equality information in relation to properties which the HSCP utilises will be updated and collected by services who access and operate from them.</p> <p>The HSCP would work closely with NHSGG&C & EDC to ensure future developments would have service requirements included in design proposals.</p>	<p>Collection of equalities information could be included in specification for any HSCP property developments, proposals or remodelling/site improvements. This would ensure that needs of the population and specific user groups are built into schemes, and that the HSCP will utilise groups/forums and communication strategies to keep them informed and ask for their contribution and views on the plans proposed.</p>
		<i>Example</i>	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
2.	<p>Please provide details of how data captured has been/will be used to inform</p>	<p><i>A physical activity programme for people with long term conditions</i></p>	<p>Equality information in relation to properties which the HSCP utilises will be updated and collected by services who access and operate from them.</p>	<p>Collection of equalities information could be included in specification for any HSCP</p>

	<p>policy content or service design.</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p><i>reviewed service user data and found very low uptake by BME (Black and Minority Ethnic) people. Engagement activity found promotional material for the interventions was not representative. As a result an adapted range of materials were introduced with ongoing monitoring of uptake. (Due regard promoting equality of opportunity)</i></p>	<p>The HSCP would work closely with NHSGG&C & EDC to ensure future developments would have service requirements included in design proposals.</p>	<p>property developments, proposals or remodelling/site improvements. This would ensure that needs of the population and specific user groups are built into schemes, and that the HSCP will utilise groups/forums and communication strategies to keep them informed and ask for their contribution and views on the plans proposed.</p> <p>When developing our HSCP Property Strategy, we will actively consider identifying and removing any barriers to accessibility or inclusivity and aim to reduce inequality and inequity of outcomes.</p>
	<p><i>Example</i></p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>	
<p>3.</p>	<p>How have you applied learning from research evidence about the experience of equality groups to the service or Policy?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p>	<p><i>Looked after and accommodated care services reviewed a range of research evidence to help promote a more inclusive care environment. Research suggested that young LGBT+ people had a disproportionately difficult time through exposure to bullying and harassment. As a result</i></p>	<p>The HSCP would apply learning from previous property developments as well as expert advice from NHSGG&C Capital and Property Teams and East Dunbartonshire Council FM & Assets, as well as developments elsewhere in the country.</p>	<p>Evaluation of completed schemes against set criteria will ensure that future projects will be well informed.</p>

	<p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p><i>Staff were trained in LGBT+ issues and were more confident in asking related questions to young people. (Due regard to removing discrimination, harassment and victimisation and fostering good relations).</i></p>		
	<p><i>Example</i></p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>	
<p>4.</p>	<p>Can you give details of how you have engaged with equality groups with regard to the service review or policy development? What did this engagement tell you about user experience and how was this information used?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of</p>	<p><i>A money advice service spoke to lone parents (predominantly women) to better understand barriers to accessing the service. Feedback included concerns about waiting times at the drop in service, made more difficult due to child care issues. As a result the service introduced a home visit and telephone service which significantly increased uptake.</i></p> <p><i>(Due regard to promoting equality of opportunity)</i></p> <p><i>* The Child Poverty</i></p>	<p>The HSCP Property Strategy (Draft) has been presented for discussion at the following groups:-</p> <ul style="list-style-type: none"> • HSCP Senior Management Team • HSCP Strategic Planning Group • HSCP Staff Partnership Forum • HSCP Property and Assets members <p>Regular updates on the proposed developments and progress to date included within the Strategy have been taken to HSCP Integrated Joint Board meetings on a no less than six monthly basis, of which elected members (EDC and NHSGG&C), Patient Service User and Carer (PSUC) Group, Professional Leads and Staff Partnership members are present.</p>	<p>It will be taken to Public Service and User Care Group at the end of September 2023</p> <p>Any further additions to the Draft EQIA will be added in order that this can be reviewed and assessed by Equalities Leads.</p> <p>There is a commitment to ensure that equality groups are identified as stakeholders and involved in any communication and engagement.</p>

	<p>opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p><i>(Scotland) Act 2017 requires organisations to take actions to reduce poverty for children in households at risk of low incomes.</i></p>		
		<p><i>Example</i></p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>
<p>5.</p>	<p>Is your service physically accessible to everyone? If this is a policy that impacts on movement of service users through areas are there potential barriers that need to be addressed?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations</p>	<p><i>An access audit of an outpatient physiotherapy department found that users were required to negotiate 2 sets of heavy manual pull doors to access the service. A request was placed to have the doors retained by magnets that could deactivate in the event of a fire. (Due regard to remove discrimination, harassment and victimisation).</i></p>	<p>Any projects taken forward as part of the HSCP Property Strategy will adhere to statutory guidance and legislation, as well as the policies and procedures of NHSGG&C and East Dunbartonshire Council to ensure that accessibility is incorporated.</p> <p>The HSCP Property Strategy is a document which will be accessibility checked and available publically on the HSCP's website. The HSCP Property Strategy will influence the way services are delivered from service delivery points (EDC, NHSGG&C or other) across the lifetime of the plan. All premises/estate that services are delivered from will be accessible and meet equalities legislation.</p>	<p>Adherence to accessibility requirements, which are statutory and legislative will be included in all project and design briefs.</p> <p>There will be engagement with groups identified as stakeholders.</p>

	between protected characteristics. <input checked="" type="checkbox"/> 4) Not applicable <input type="checkbox"/>			
		<i>Example</i>	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
6.	<p>How will the service change or policy development ensure it does not discriminate in the way it communicates with service users and staff?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> <p>The British Sign Language (Scotland) Act 2017 aims to raise awareness of British</p>	<p><i>Following a service review, an information video to explain new procedures was hosted on the organisation's YouTube site. This was accompanied by a BSL signer to explain service changes to Deaf service users.</i></p> <p><i>Written materials were offered in other languages and formats.</i></p> <p><i>(Due regard to remove discrimination, harassment and victimisation and promote equality of opportunity).</i></p>	<p>Engagement with groups/key stakeholders would be project specific.</p> <p>EDHSCP draws from both East Dunbartonshire Council and NHSGG&C in terms of governance in relation to clear communication and to meet out legal requirements in terms of communication support.</p> <p>NHSGG&C has also has guidelines (Clear to all) in relation to clear, consistent and accurate approach to the provision of information for patients and the public. Through the provision of an accessible and inclusive Strategic Plan, we are demonstrating due regard to removing discrimination, promoting equality of opportunity and fostering good relations.</p>	<p>The property/project developments details in the strategy will have appropriate communication and engagement strategies to ensure that it is tailored to groups who may be affected.</p>

	<p>Sign Language and improve access to services for those using the language. Specific attention should be paid in your evidence to show how the service review or policy has taken note of this.</p>		
7	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(a)	<p>Age</p> <p>Could the service design or policy content have a disproportionate impact on people due to differences in age? (Consider any age cut-offs that exist in the service design or policy content. You will need to objectively justify in the evidence section any segregation on the grounds of age promoted by the policy or included in the service design).</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>The HSCP has particular age demographics which are unique to East Dunbartonshire.</p> <p>By undertaking equality impact assessments, East Dunbartonshire HSCP will promote development and future service delivery which will be accessible to the needs of all East Dunbartonshire residents.</p> <p>It is expected that older adults will be positively impacted by increased accessibility to local services. An aspiration remains to have an integrated health and care facility in the West Locality (Bearsden/Milngavie) of the HSCP, as well as a short to medium term provision for services.</p> <p>The HSCP want to provide integrated health and social care facilities across both localities which will reduce the need to travel across NHS GG&C and attend separate venues to have their needs met.</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>

(b)	<p>Disability</p> <p>Could the service design or policy content have a disproportionate impact on people due to the protected characteristic of disability?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>The activities outlined in the HSCP Property Strategy detail an approach looking at Short Term (0-3 years), Short to Medium Term (0-10 years) and Medium to Long Term (3-10 years +) timeline should all improve access to health and social care facilities across three HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens who have disabilities, and/or protected characteristics.</p> <p>Services could then be delivered which are responsive and accessible to the needs of patients, staff and visitors who have disabilities.</p> <p>By undertaking EQIA's the HSCP will help reduce discrimination in developing services and delivery points for people with disabilities removing barriers in accessing services.</p> <p>The HSCP want to provide integrated health and social care facilities across the two localities which will reduce the need to travel across NHS GG&C and attend separate venues to have their needs met.</p> <p>We will ensure that this group of service users does not receive a lesser service due to their protected characteristics.</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(c)	<p>Gender Reassignment</p> <p>Could the service change or policy have a disproportionate impact on people with the protected characteristic of Gender Reassignment?</p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across three HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens irrespective of gender status.</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>

	<p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>Services could then be delivered which are responsive and accessible to the needs of all patients, staff and visitors irrespective of gender status.</p> <p>By undertaking EQIA's the HSCP will help reduce discrimination in developing services and delivery points for people removing barriers in accessing services.</p> <p>NHSGG&C offer guidance on the health needs of transgender people and how to address discrimination against trans people in their Briefing Paper on Gender Reassignment and Transgender, as well as offering training for NHS staff on the subject of transgender people.</p>	
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(d)	<p>Marriage and Civil Partnership</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Marriage and Civil Partnership?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across three HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens in marriage and civil partnerships.</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>

	<p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>		
(e)	<p>Pregnancy and Maternity</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Pregnancy and Maternity?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across the two HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens that are pregnant and/or on maternity leave.</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(f)	<p>Race</p> <p>Could the service change or policy have a disproportionate impact on people with the protected characteristics of Race?</p> <p>Your evidence should show which of the 3 parts of the</p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens irrespective of ethnicity. This will ensure services are responsive and meet the needs of stakeholders, visitors, and</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>

	<p>General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>staff from Black and Minority Ethnic Communities.</p> <p>NHSGG&C has an Accessible Information Policy which is designed to make sure there is a consistent, accurate and clear approach in providing information to patients and members of the public in a range of formats and languages. They also provide an in-house interpreting services to ensure that everyone receives the best possible care.</p>	
(g)	<p>Religion and Belief</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Religion and Belief?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across the HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens irrespective of religion or belief. This will ensure services are responsive and meet the needs of citizens with religious beliefs and non-religious beliefs.</p> <p>NHSGG&C has a Faith and Belief Communities Manual which sets out its commitment to ensuring that spiritual care, including religious care, is provided in an equal and fair way to those of all faith communities and those of none. The manual is designed to help staff respond to religious care, and to be confident as they meet some of the religious needs of those in their care.</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(h)	Sex	The activities outlined in the HSCP Property Strategy	EQIA's should provide an

	<p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sex?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>should all improve access to health and social care facilities across HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens irrespective of sex. This will ensure services are responsive and meet the needs of citizens with religious beliefs and non-religious beliefs.</p>	<p>early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>
(i)	<p>Sexual Orientation</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sexual Orientation?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across the HSCP localities which in turn should provide better outcomes for those East Dunbartonshire HSCP citizens irrespective of sexual orientation. This will ensure services are responsive and meet the needs of men, women and non-binary stakeholders, patients and staff.</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>

	4) Not applicable <input type="checkbox"/>		
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(j)	<p>Socio – Economic Status & Social Class</p> <p>Could the proposed service change or policy have a disproportionate impact on people because of their social class or experience of poverty and what mitigating action have you taken/planned?</p> <p>The Fairer Scotland Duty (2018) places a duty on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions. If relevant, you should evidence here what steps have been taken to assess and mitigate risk of exacerbating inequality on the ground of socio-economic status. Additional information available here: Fairer Scotland Duty: guidance for public bodies - gov.scot (www.gov.scot)</p> <p>Seven useful questions to consider when seeking to demonstrate ‘due regard’ in relation to the Duty:</p> <ol style="list-style-type: none"> 1. What evidence has been considered in preparing for the decision, and are there any gaps in the evidence? 2. What are the voices of people and communities telling us, and how has this been determined (particularly those with lived experience of socio-economic disadvantage)? 3. What does the evidence suggest about the actual or likely impacts of different options or measures on inequalities of outcome that are associated with socio- 	<p>The Scottish Index of Multiple Deprivation (SIMD) ranks datazones (small areas with an average population of 800 people), from the most deprived to the least deprived. Using deciles, with 1 being the most deprived and 10 being least deprived. Although the majority of the population of East Dunbartonshire live in the least deprived deciles’, there are 4 datazones areas in East Dunbartonshire categorised amongst the most deprived in Scotland, three are in the Hillhead area of Kirkintilloch and one is in Lennoxton. All of these are in the East Locality of East Dunbartonshire and represent 3,562 people or 3.28% of East Dunbartonshire’s population. Joint Strategic Needs Assessment 2021.</p> <p>The East Dunbartonshire Local Housing Strategy 2017-22 shows there has been an overall reduction in demand for homelessness services since 2011/12 in East Dunbartonshire. From a peak of just under 700 applications in 2010/11, homeless applications have fallen to just over 500 in 2015/16. Unfortunately there is no available breakdown of demographic information to identify the age ranges of homelessness applications. Shelter Scotland reported that that trend has continued into 2019-20 with 420 homeless application being made with East Dunbartonshire.</p> <p>EDHSCP are aware of their legal responsibility under The Fairer Scotland Duty Guidance for Public Bodies</p>	<p>EQIA’s should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>

	<p>economic disadvantage?</p> <p>4. Are some communities of interest or communities of place more affected by disadvantage in this case than others?</p> <p>5. What does our Duty assessment tell us about socio-economic disadvantage experienced disproportionately according to sex, race, disability and other protected characteristics that we may need to factor into our decisions?</p> <p>6. How has the evidence been weighed up in reaching our final decision?</p> <p>7. What plans are in place to monitor or evaluate the impact of the proposals on inequalities of outcome that are associated with socio-economic disadvantage? ‘Making Fair Financial Decisions’ (EHRC, 2019)²¹ provides useful information about the ‘Brown Principles’ which can be used to determine whether due regard has been given. When engaging with communities the National Standards for Community Engagement²² should be followed. Those engaged with should also be advised subsequently on how their contributions were factored into the final decision.</p>	<p>to consider how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. The Strategic Plan ensures a strategic approach is taken by the HSCP towards delivering and developing services, within a specified budget, and the Fairer Scotland Duty that we are reducing inequality and inequity of outcomes.</p> <p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across the HSCP localities which in turn should provide better outcomes for East Dunbartonshire HSCP citizens from all socio-economic backgrounds.</p> <p>The HSCP Property Strategy aspires to bring health and social care services to the heart of communities, which should reduce travelling costs and costs to attend appointments outwith East Dunbartonshire HSCP during a cost of living crisis.</p>	
(k)	<p>Other marginalised groups</p> <p>How have you considered the specific impact on other groups including homeless people, prisoners and ex-offenders, ex-service personnel, people with addictions, people involved in prostitution, asylum seekers & refugees and travellers?</p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across three HSCP localities which in turn should provide better outcomes for East Dunbartonshire HSCP citizens from a variety of other groups.</p> <p>The HSCP Property Strategy aspires to bring health and social care services to the heart of communities, which should reduce travelling costs and costs to attend appointments outwith East Dunbartonshire HSCP during a cost of living crisis.</p> <p>The detail about how we will achieve these things,</p>	<p>EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.</p>

		will be developed through our annual delivery plans, which will be developed in collaboration with all partners in the public, independent and voluntary sectors, and in our local communities. They will allow us to be responsive to any potential changes in the landscape of East Dunbartonshire over the lifetime of the plan.	
8.	<p>Does the service change or policy development include an element of cost savings? How have you managed this in a way that will not disproportionately impact on protected characteristic groups?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>The activities outlined in the HSCP Property Strategy should all improve access to health and social care facilities across HSCP localities which in turn should provide better outcomes for East Dunbartonshire HSCP citizens from all socio-economic backgrounds. As yet there are no savings identified by rationalising properties or services, but investment in buildings, redevelopments and expansion of services which will provide a positive impact on protected characteristic groups.</p> <p>The HSCP Property Strategy aspires to bring health and social care services to the heart of communities, which should reduce travelling costs and costs to attend appointments outwith East Dunbartonshire HSCP during a cost of living crisis.</p>	EQIA's should provide an early identification of any negative impacts and would enable the HSCP to take actions to mitigate these at an early point in the process.
		Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
9.	<p>What investment in learning has been made to prevent discrimination, promote equality of opportunity and foster good relations between protected characteristic groups? As a minimum include recorded completion rates of statutory and mandatory learning programmes (or local equivalent) covering equality, diversity and human rights.</p>	<p>The HSCP would continue, working closed with East Dunbartonshire Council and NHS GG&C to ensure that property developments would be continuously assessed in line with policies in relation to human rights, diversity and promotion of equality.</p> <p>East Dunbartonshire HSCP is committed to regularly</p>	Learning from experiences from previous projects and training would be available for departments and officers involved in delivering projects.

		training and empowering staff on equalities issues in order to prevent discrimination, promote equality of opportunity and foster good relations between protected characteristic groups. EDHSCP statutory and mandatory compliance with Equality and Diversity module is very good	
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10. In addition to understanding and responding to legal responsibilities set out in Equality Act (2010), services must pay due regard to ensure a person's human rights are protected in all aspects of health and social care provision. This may be more obvious in some areas than others. For instance, mental health inpatient care or older people's residential care may be considered higher risk in terms of potential human rights breach due to potential removal of liberty, seclusion or application of restraint. However risk may also involve fundamental gaps like not providing access to communication support, not involving patients/service users in decisions relating to their care, making decisions that infringe the rights of carers to participate in society or not respecting someone's right to dignity or privacy.

The Human Rights Act sets out rights in a series of articles – right to Life, right to freedom from torture and inhumane and degrading treatment, freedom from slavery and forced labour, right to liberty and security, right to a fair trial, no punishment without law, right to respect for private and family life, right to freedom of thought, belief and religion, right to freedom of expression, right to freedom of assembly and association, right to marry, right to protection from discrimination.

Please explain in the field below if any risks in relation to the service design or policy were identified which could impact on the human rights of patients, service users or staff.

There were no risk identified in relation to service, policy or redesign which could impact on the human rights of patients, service users or staff.

Please explain in the field below any human rights based approaches undertaken to better understand rights and responsibilities resulting from the service or policy development and what measures have been taken as a result e.g. applying the PANEL Principles to maximise Participation, Accountability, Non-discrimination and Equality, Empowerment and Legality or FAIR* .

No specific or definable approach was applied in the development of the HSCP Property Strategy but the PANEL principles underpin the general approach to all plans

developed by the HSCP, particularly in respect of maximising participation, preventing discrimination and promoting equality and empowerment of communities.

*

- **Facts:** What is the experience of the individuals involved and what are the important facts to understand?
- **Analyse rights:** Develop an analysis of the human rights at stake
- **Identify responsibilities:** Identify what needs to be done and who is responsible for doing it
- **Review actions:** Make recommendations for action and later recall and evaluate what has happened as a result.

Having completed the EQIA template, please tick which option you (Lead Reviewer) perceive best reflects the findings of the assessment. This can be cross-checked via the Quality Assurance process:

- Option 1: No major change (where no impact or potential for improvement is found, no action is required)
- Option 2: Adjust (where a potential or actual negative impact or potential for a more positive impact is found, make changes to mitigate risks or make improvements)
- Option 3: Continue (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified, continue without making changes)
- Option 4: Stop and remove (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issues can be addressed)

11. If you believe your service is doing something that 'stands out' as an example of good practice - for instance you are routinely collecting patient data on sexual orientation, faith etc. - please use the box below to describe the activity and the benefits this has brought to the service. This information will help others consider opportunities for developments in their own services.

Actions – from the additional mitigating action requirements boxes completed above, please summarise the actions this service will be taking forward.

Date for completion	Who is responsible?(initials)
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Ongoing 6 Monthly Review please write your 6 monthly EQIA review date:

February 2024

Lead Reviewer:
EQIA Sign Off:

Name Anthony Craig
 Job Title Development Officer, Public Health Improvement Team
 Signature Anthony Craig
 Date 5th September 2023

Quality Assurance Sign Off:

Name Alastair Low
 Job Title Planning Manager
 Signature Alastair Low
 Date 21/09/23

NHS GREATER GLASGOW AND CLYDE EQUALITY IMPACT ASSESSMENT TOOL
MEETING THE NEEDS OF DIVERSE COMMUNITIES
6 MONTHLY REVIEW SHEET

Name of Policy/Current Service/Service Development/Service Redesign:

East Dunbartonshire HSCP Property Strategy 2023 – 2025

Please detail activity undertaken with regard to actions highlighted in the original EQIA for this Service/Policy

		Completed	
		Date	Initials
Action:	A disability discrimination audit (DDA) will be carried out in advance of any new refurbishments or new buildings etc.		
Status:	As required, whilst projects progress		
Action:			
Status:			
Action:			
Status:			
Action:			
Status:			

Please detail any outstanding activity with regard to required actions highlighted in the original EQIA process for this Service/Policy and reason for non-completion

		To be Completed by	
		Date	Initials
Action:			
Reason:			
Action:			
Reason:			

Please detail any new actions required since completing the original EQIA and reasons:

		To be completed by	
		Date	Initials
Action:			
Reason:			
Action:			
Reason:			

Please detail any discontinued actions that were originally planned and reasons:

Action:	
Reason:	
Action:	
Reason:	

Please write your next 6-month review date

February 2024

Name of completing officer: Vandrew McLean

Date submitted: September 2023

If you would like to have your 6 month report reviewed by a Quality Assuror please e-mail to: alastair.low@ggc.scot.nhs.uk