

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:

Learning Disability Strategic Review – Supported Accommodation - Pineview

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.

Pineview Service operates within a defined legal framework. This framework includes a range of legislation from which it derives duties and powers. The main source of these duties and powers are the:

- Social Work (Scotland) Act 1968 (as amended)
- Chronically Sick and Disabled Persons Act 1970 (as amended)
- Mental Health (Care and Treatment) (Scotland) Act 2003.

The Pineview service currently provides a service to two individuals. The support provided is of high quality, as evidenced by Care Inspectorate reports, awarding Grade 5 across all quality themes at the time of last inspection. Service costs however are well above the standard rate for this model of support and have consistently exceeded the available budget over recent years resulting in financial sustainability concerns.

Pineview Supported Accommodation Service was initially commissioned to support three adults with autism and complex needs back in December 2016. Following a contract breakdown the Council / East Dunbartonshire Health and Social Care Partnership (EDHSCP) assumed management of the resource on an emergency basis, with the intention to stabilise and then return the service to the market within 12-24 months and seek an alternative provider.

The HSCP is operating within an increasingly challenging financial framework. The overall financial envelope for the HSCP has decreased. This means that subject to annual funding reviews, Learning Disability Services and those across all other care groups will be required to achieve sustained efficiencies.

The aim of this review is to:

- Critically analyse the model of service delivery to the two adults within Pine View considering efficiency, value for money and quality of care.

A lot of what the HSCP needs to do to support people with learning disabilities and autism is already set out in National and Local Policy. The service review will incorporate the guiding vision for adults with a learning disability and autism as set out in these policies; to shape supports, services and attitudes to ensure that the

human rights of the autistic people, also with learning/intellectual disabilities are respected and protected and that they are empowered to live their lives in the same manner as everyone else.

The review will be directed by Health Improvement Scotland Planning with People Guidance to ensure those who will be affected are fully involved throughout the process and their views are secured.

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 has finite resources. [East Dunbartonshire Adult Learning Disability Strategy 2018-23](#) has at its core a commitment to fairness and equity of service provision. Applied through the implementation of the [Fair Access to Community Care Services Policy](#) we want to ensure consistency and fairness in how available services are allocated.

A Strategic Review of Learning Disability Supported Accommodation Services was formally approved in 2018 and widely consulted on at the time of conception. The review of Pineview Supported Accommodation Service is being undertaken as part of this review. The re-design principles for accommodation-based services as set out in the strategic review strategy are:

- To review existing in-house and purchased provision, identifying issues that impact on effectiveness and efficiency in meeting service-user and organisational outcomes;
- To redesign and re-commission where necessary;
- To meet statutory and strategic objectives, national and local;
- To ensure fair and consistent utilisation of resources, to meet existing and future needs;
- To maximise use of innovative and modern approaches to service delivery;
- To ensure sustainability of resources, services and contracts and the delivery of Best Value.

The service review could result in a change to service provision that will affect service users, families, staff and stakeholders. This Equality Impact Assessment (EqIA) has been undertaken to formally capture contextual information relevant to those affected by the review with protected characteristics and will be used to inform subsequent service proposals and consultation, to ensure any adverse impact on protected characteristic groups is minimised.

The aim is to acknowledge the equalities duties placed upon the HSCP by the Equalities Act 2010 and the Public Sector Equality Duty (PSED) ensuring they are upheld. The PSED is non-delegable. In practice, this means that public authorities like EDHSCP need to ask their suppliers and those they commission services to take certain steps in order to enable the public authority to meet their continuing legal obligation to comply with the Equality Duty. The relevant protected characteristics covered by the Duty are:

- Age
- Disability
- Gender Reassignment
- Pregnancy and Maternity
- Race
- Religion or Belief
- Sex

• Sexual Orientation

Throughout the development of the strategy, reference has been made to the general duties (Equality Act) (2010) and to the HSCP Equality Mainstreaming Report (2023-2027) and outcomes and how any proposed changes in service provision will meet the requirement:

- to eliminate unlawful discrimination;
- advance equality of opportunity, and;
- promote good relations.

Promoting equality and addressing health inequalities are at the heart of East Dunbartonshire Health and Social Care Partnership's vision and values. [EDHSCP Strategic Plan 2022-25 | East Dunbartonshire Council](#) has aspirations set against the realities of the pressures being faced in the health and social care sectors to build towards a fair, equitable, sustainable, modern and efficient approach to service delivery. The Strategic Plan is aligned to the National Health and Wellbeing outcomes. The overarching principles are that:

- Health and social care services should focus on the needs of the individual to promote their health and wellbeing, and in particular, to enable people to live healthier lives in their community;
- People's experience of health and social care services and their impact is positive; that they are able to shape the care and support that they receive; and that people using services, whether health or social care, can expect a quality service regardless of where they live.

Specific service proposals Equality Impact Assessments will be undertaken to ensure any service change is compliant with the IJBs legal duties in respect of their Public Sector Duty.

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: Gayle Paterson

Date of Lead Reviewer Training:

26/10/23

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):

Gayle Paterson - East Dun HSCP Learning Disability Strategic Review Project Lead

David Aitken - East Dun HSCP Head of Adult Services

Richard Murphy - East Dun HSCP Registered Services Manager

Gillian Healey – East Dunbartonshire Council Team Manager Planning and Commissioning

Anthony Craig - East Dun HSCP Development Officer

		<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>Service Users Information is collected at a local level as part of the service care planning processes. All protected characteristics are covered. Information collected and held on the two people currently using the service includes:</p> <ul style="list-style-type: none"> • Care First and EEMIS Health and Social Care Data Bases - all known protected characteristics • Section 47 Adults with Incapacity - age, disability, sex • Adults with Incapacity Guardianship – age, disability, sex • Joint care Assessment - all known protected characteristics • Care Plan – all known protected characteristics • DWP info - age, disability • Birth Certificate – age, sex <p>Religion and beliefs and sexual preference are not known due to the individual's diagnosis.</p> <p>The data captured as part of the care planning process and logged on Care First and EEMIS Health and Social Care Data Bases helps the HSCP understand Service User dynamics across the authority and set priorities within a range of Policies and Strategies that will deliver services and support, which can best respond flexibly to changing needs and circumstances.</p> <p>In addition, local authority wide and national data for people with learning disabilities is collected and analysed to aid planning, such as East Dunbartonshire Joint Strategic Needs Assessment (JSNA) and the Scottish Government Census.</p> <p>Staff Information is collected by Human Resources as part of the safer recruitment processes. All protected characteristics are covered.</p>	<p>Information gathered by the service is used to assess the individual needs and deliver the appropriate level of support to meet those needs.</p> <p>Collectively, data is used to establish customer dynamics and population needs locally and nationally via surveys and census.</p> <p>All protected characteristic information will be considered throughout the service review and subsequent proposals including the unknown characteristics to mitigate or minimise any negative outcomes for those involved.</p>

			<p>Information collected and held on the staff currently employed in the service includes:</p> <ul style="list-style-type: none"> • Job application – age, disability, race, sex • Equalities Monitoring – covers all protected characteristics • Criminal Convictions – Protection of Vulnerable Groups – age, sex • Mat B1 • Work Visa <p>Gender reassignment, religion and belief and sexual orientation are not a mandatory disclosure.</p> <p>Family/Representatives No protected characteristic information is gathered locally on family or representatives.</p> <p>Local authority wide and national data for the general population is collected and analysed to aid planning, such as East Dunbartonshire Joint Strategic Needs Assessment (JSNA) and the Scottish Government Census.</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 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><i>A physical activity programme for people with long term conditions 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</i></p>	<p>A review panel will be implemented with accountability to Head of Community Health and Care Services and Head of Adult Services via the Strategic Learning Disability Review Group. The Head of Adult Services will report to the HSCP Partnership Board (IJB) and the Chief Officer.</p> <p>Information obtained from the documents detailed in point 1 along with feedback received during engagement and consultation, will be central to any decision making processes during the service review. Information will be used to inform appropriate support options including;</p> <ul style="list-style-type: none"> • Location • Environment 	<p>The service review could result in redesign proposals that will result in change for particular groups, e.g. individuals, staff, families/representatives, in areas including but not limited to</p> <ul style="list-style-type: none"> • Location • Environment • Care and support provision <p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to</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>of materials were introduced with ongoing monitoring of uptake. (Due regard promoting equality of opportunity)</i></p>	<p>• Care and support provision</p> <p>The review panel will consider the individuals, family/representatives, workforce and HR implications of any selected delivery model options in accordance with Policy and Procedure and Human Rights obligations Equality Act 2010.</p>	<p>mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</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 staff were trained in LGBT+ issues and were more confident in asking</i></p>	<p>The primary protected characteristic affecting those impacted by the service review will be that of 'disability'.</p> <p>The HSCP has carried out initial work by looking at the main pressures (or "drivers") for change and improvement. Analysis of carer and service user numbers and circumstances has also been undertaken to ensure that any developing Policies identify and reflect local needs in the development of priorities.</p> <p>Scotland's Census 2011 reported that 26,349 people in Scotland have learning disabilities. Of these, 21,115 people are aged over 16 years, which equates to 0.5% of Scotland's population. It highlighted 458 people in East Dunbartonshire have learning disabilities. Of these, 357 people are aged over 16 years, which equates to 0.4% of the East Dunbartonshire population. From our own strategic analysis we understand this number to be significantly higher and believe that our prevalence</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in</p>

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			<p>EDHSCP published a new Learning Disability Strategy in 2024 committed to improving the quality of life, choices and personal outcomes for people with learning disabilities. It concluded that with the significant increase in demand on resources coupled with a decreasing financial framework, any improvement or development must be delivered within the current or lesser financial envelope. The strategy stressed the importance of ensuring that the HSCP limited resources must be allocated fairly and equitably.</p> <p>The Feeley Report (March 2021) recommended that commissioners of services should focus on establishing a system where a range of people, including people with lived experience, unpaid carers, local communities, providers and other professionals are routinely involved in the co-design and redesign, as well as the monitoring of services and supports. The review will encompass a collaborative, rights based and participative approach.</p>	
		<i>Example</i>	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
4.	<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</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</i></p>	<p>The HSCP has a Communication and Engagement Strategy 2024-29 that provides clear and consistent approaches to communication and engagement, with our patients, service users, carers and stakeholders across East Dunbartonshire.</p> <p>Initial engagement and consultation on the strategic review of learning disability services was carried out in 2018, setting the tone for the Learning Disability Strategy 2018-23. This was further consulted on in 2023 and carried into the latest Learning Disability Strategy 2024-29. Consultations in both cases included in person meetings, a survey and website and social media publications. Both Strategies were made available in easy read format and other languages on request.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in</p>	<p>The Engagement and Consultation Plan has been tailored to meet the communication needs of those involved and includes the use of talking mats.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p>

	<p>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>significantly increased uptake.</i></p> <p><i>(Due regard to promoting equality of opportunity)</i></p> <p><i>* The Child Poverty (Scotland) Act 2017 requires organisations to take actions to reduce poverty for children in households at risk of low incomes.</i></p>	<p>accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</p> <p>HSCP Boards are collaborative at heart; they include membership from Local Authorities and Health Boards, plus representatives of service users, informal carers, professionals and clinicians, trade unions and third and independent sector service providers. When implementing a service review or redesign, the HSCP Board must ensure that all of these stakeholders and partners are fully engaged in the process and have regard to the Health and Social Care Delivery Principles. This ensures that a shared approach is taken to the planning of services to deliver the National Outcomes for Health and Wellbeing and to achieve the core aims of integration, which are:</p> <ul style="list-style-type: none"> • To improve the quality and consistency of services for patients, carers, service users and their families; • To provide seamless, integrated, quality health and social care services in order to care for people in their homes, or a homely setting, where it is safe to do so; and, • To ensure resources are used effectively and efficiently to deliver services that meet the needs of the increasing number of people with long term conditions and often complex needs, many of whom are older. 	
	<i>Example</i>	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required	
5.	<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><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</i></p>	<p>The service review itself will not impact on accessibility or the movement of people.</p> <p>All engagement activity related to the review will be arranged at suitable locations for those attending and agreed with them in advance.</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</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>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>If the outcome of the review involves a change of location for the people who use the service and the staff, any new service provision would remain within East Dunbartonshire locale and be subject to consultation.</p>	<p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</p>
	<p><i>Example</i></p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>	
<p>6.</p>	<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><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>The HSCP has a Communication and Engagement Strategy 2024-29 that provides clear and consistent approaches to communication and engagement, with our patients, service users, carers and stakeholders across East Dunbartonshire.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</p> <p>The Engagement and Consultation Plan has been tailored to meet the communication needs of those involved and includes the use of talking mats.</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p>

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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>The service review could result in redesign proposals that will result in change for particular groups, e.g. individuals, staff, families/representatives, in areas including but not limited to</p> <ul style="list-style-type: none"> • Location • Environment • Care and support provision <p>Potential age related impact could include:</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, 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>	<ul style="list-style-type: none"> • ability to travel an increased distance (location) – Staff and families • ability to respond to a change in role (Care and support provision) - staff <p>All proposals will be subject to consultation.</p>	<p>families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</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 service review could result in redesign proposals that will result in change for particular groups, e.g. individuals, staff, families/representatives, in areas including but not limited to</p> <ul style="list-style-type: none"> • Location • Environment • Care and support provision <p>Potential disability related impact could include:</p> <ul style="list-style-type: none"> • Accessibility challenges, physical or social barriers (location, environment) – All • Inclusion (location, care and support provision) – Service users • Security (location, environment, care and support provision) – Service Users) <p>All proposals will be subject to consultation.</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</p>

	Protected Characteristic	Service Evidence Provided	
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(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>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 service review could result in redesign proposals that will result in change for particular groups, e.g. individuals, staff, families/representatives, in areas including but not limited to</p> <ul style="list-style-type: none"> • Location • Environment • Care and support provision <p>Potential gender reassignment related impact could include:</p> <ul style="list-style-type: none"> • access to appropriate facilities (Environment) – All <p>All proposals will be subject to consultation.</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</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>There is no anticipated impact on service users, staff, family/representatives or stakeholders due to 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 type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>		
<p>(e) 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 service review could result in redesign proposals that will result in change for particular groups, e.g. individuals, staff, families/representatives, in areas including but not limited to</p> <ul style="list-style-type: none"> • Location • Environment • Care and support provision <p>Potential pregnancy and maternity related impact could include:</p> <ul style="list-style-type: none"> • ability to travel an increased distance (location) – Staff and families • ability to respond to a change in role (Care and support provision) - Staff <p>All proposals will be subject to consultation.</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</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 General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>There is no anticipated impact on service users, staff, family/representatives or stakeholders due to race.</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>The service review could result in redesign proposals that will result in change for particular groups, e.g. individuals, staff, families/representatives, in areas including but not limited to</p> <ul style="list-style-type: none"> • Location • Environment • Care and support provision <p>Potential religion and belief related impact could include:</p> <ul style="list-style-type: none"> • access to areas for religious worship purposes (environment) – Staff and families • ability to travel an increased distance to religious spaces (location) – Staff and families <p>All proposals will be subject to consultation.</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the</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>review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and participation guidance - updated 2024.</p>	
Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
<p>(h) Sex</p> <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 type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>There is no anticipated impact on service users, staff, family/representatives or stakeholders due to sex.</p>	
<p>(i) 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>There is no anticipated impact on service users, staff, family/representatives or stakeholders due to 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 type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>		
	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>The service review could result in redesign proposals that will result in change for particular groups, e.g. individuals, staff, families/representatives, in areas including but not limited to</p> <ul style="list-style-type: none"> • Location • Environment • Care and support provision <p>Potential economic status & social class related impact could include:</p> <ul style="list-style-type: none"> • relocation to a more or less affluent area (location) – Service Users, increased risk of <ul style="list-style-type: none"> • social isolation • recruitment challenges • local resource accessibility <p>All proposals will be subject to consultation.</p> <p>Central to the objectives of the HSCP Strategic Plan 2022-25 is to pursue improvement activity that contributes to reducing</p>	<p>Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.</p> <p>The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.</p> <p>An Engagement and Consultation plan has been developed for the review of Pineview supported accommodation service, in accordance with the Health and Social Care - Planning with People: community engagement and</p>

Seven useful questions to consider when seeking to demonstrate 'due regard' in relation to the Duty:

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-economic disadvantage?
4. Are some communities of interest or communities of place more affected by disadvantage in this case than others?
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?
6. How has the evidence been weighed up in reaching our final decision?
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.

inequality and inequity of health and social care outcomes. In addition to this being a dedicated action area in support of the Empowering People priority, the plan itself has been fully Equality Impact Assessed in line with the requirements of the Equality Act 2010. The Strategic Plan has also been assessed in support of the Fairer Scotland Duty which requires public bodies to actively consider how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions.

In public health terms it is crucial to recognise the impact of relative poverty on health and wellbeing. Despite relative prosperity overall in East Dunbartonshire, the known impact of deprivation in affected communities is an issue that the HSCP must prioritise in order to ensure that access to and impact of services is equitably targeted to people and communities who are at risk of poorer health.

East Dunbartonshire is, as a whole, relatively less deprived than many other local authorities in Scotland. However, East Dunbartonshire has 8 data zones in the most deprived 25% in Scotland.

[participation guidance - updated 2024.](#)

(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>There is no anticipated impact on any other marginalised groups.</p>	
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 review of learning disability supported accommodation services forms an integral part of the wider HSCP's Strategic Plan. The plan highlights how the HSCP medium term financial planning principles, applied across all care groups, will support the delivery of the HSCP's strategic priorities. The review provides a vehicle to ensure:</p> <ul style="list-style-type: none"> • fair and consistent utilisation of resources, to meet existing and future needs; • sustainability of resources, services and contracts and the delivery of Best Value. 	
		<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>
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>East Dunbartonshire HSCP is committed to regularly training and empowering staff on equalities issues in order to prevent discrimination, promote equality of opportunity and foster good relations between protected characteristic groups.</p> <p>East Dunbartonshire HSCP have compulsory policies in place (NHS GGC and East Dun Council) to ensure staff members are</p>	

		aware of the sensitivities around equalities and human rights, protected characteristics and the public sector equality duty.	
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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.

The EQIA highlights that the review of Pineview Service and subsequent redesign proposals could negatively impact Individuals, Staff and Families/Representatives on the grounds of Age, Disability, Gender Re-assignment, Pregnancy and Maternity, Religion and Beliefs and Socio – Economic Status & Social Class. These risks can be safety mitigated with:

- Adherence to Legislation and Local and National Policy;
- Partnership working and a robust engagement and consultation process.

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* .

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)

DRAFT

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.

N/A

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

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)
Equality impact will be a set agenda item throughout the service review and subsequent proposals, including the unknown characteristics, to mitigate or minimise any negative outcomes for those involved.	30 September 24	Gayle Paterson
The HSCP will work in partnership with individuals, staff, families/representatives and stakeholders to achieve the best possible outcomes.	Throughout	Richard Murphy / Gayle Paterson

Ongoing 6 Monthly Review please write your 6 monthly EQIA review date:

31 March 2025

Lead Reviewer:

Name Gayle Paterson
 Job Title Learning Disability Strategic Review Project Lead
 Signature *Gayle Paterson*
 Date 24/09/2024

EQIA Sign Off:

Quality Assurance Sign Off:

Name Alastair Low
 Job Title Planning Manager
 Signature *A Low*
 Date 14/010/24

**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:

Learning Disability Strategic Review – Supported Accommodation - Pineview

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

		Completed	
		Date	Initials
Action:			
Status:			
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

Name of completing officer:

Date submitted:

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