

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. Identify the Policy, Project, Service Reform or Budget Option to be assessed

A clear definition of what is being screened and its aims

2. Gathering Evidence & Stakeholder Engagement

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. Assessment & Differential Impacts

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. Outcomes, Action & Public Reporting

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publically reported

5. Monitoring, Evaluation & Review

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Glasgow City IJB Strategic Plan 2023-26: Approach to engagement

b) Reason for Change in Policy or Policy Development

The Integration Joint Board is required to produce a Strategic Plan for health and social care services, and to direct the Council and Health Board to deliver those services as per the plan. Legislation prescribes that the plan be reviewed every three years, with a decision taken on whether or not to replace the existing Plan.

The current Strategic Plan 2019-22 is due for review by March 2022. The legislation allows for the Strategic Plan to continue beyond March 2022 if this is the outcome of consultation completed within the prescribed timeframe and via the prescribed minimum consultation requirements.

The approach to stakeholder engagement and communication across the sector has changed dramatically since the onset of the pandemic and offers additional challenges and opportunities for seeking the views of people for the Strategic Plan. Understanding those challenges and opportunities, and identifying how they can be overcome and/or maximised will have a significant bearing on the success of the engagement effort in relation to development of the next Plan.

In September 2020 the IJB approved the HSCP's revised Participation & Engagement Strategy, which outlines the HSCPs commitment to empowering communities to become involved in designing services that affect them.

Due to a range of external factors that will impact on the health and social care landscape (including Covid recovery, the Independent Review of Adult Social Care, Scottish Parliamentary elections and Brexit) it was agreed to extend the lifetime of the current Strategic Plan by 12 months, from March 2022. This will give the IJB/HSCP and all of its stakeholders an opportunity to understand and evaluate how external factors will impact on the health and social care landscape for the short to medium term and enable the engagement effort to include consideration of those impacts more fully.

Glasgow City HSCP are planning a new approach to engagement for the review and development of the next iteration of the Strategic Plan. During the pandemic organisations across the sector have required to fundamentally alter or develop the way they communicate and engage

with people. This will have resulted in opportunities for engaging on a much larger scale and potentially with groups that have not traditionally engaged with engagement methods such as large scale, public-facing events or surveys.

Officers within the HSCP are working with our partners in the 3rd and independent sectors to identify the current engagement channels and co-produce the engagement activity for the review of the Strategic Plan. This will involve, wherever possible, tailoring the approach to the preferences of individuals and groups and delegating responsibility for elements of an agreed engagement plan to those organisations and groups. It is hoped this would enrich the feedback received, as well as vastly increasing engagement from communities and subsequently to a more representative and relevant Strategic Plan. Similar discussions are ongoing within the HSCP with equality and diversity and communication and engagement representatives to ensure the approach to engaging with staff is similarly robust and accessible.

This approach to engagement is in line with the HSCP's Participation and Engagement Strategy and Consultation guidelines, and fits within the context of the Scottish Government and COSLA's recently published Planning with People guidance for engagement and the National Standards for Community Engagement.

This EQIA offers an initial assessment of the impact of the approach to engagement outlined above and how the HSCP plan to mitigate any barriers or negative impacts identified. This EQIA is being completed at an early stage of the discussions with our external partners and internal colleagues around the agreed and co-produced engagement approach and therefore the EQIA will be regularly reviewed to identify any updates that may be required.

c) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

The engagement approach to which this EQIA relates is designed to ensure the HSCP makes the best possible use of the knowledge, experience and expertise of our partners in the 3rd and Independent sectors to co-produce an approach to engagement that provides ample opportunity to communities across the city to engage in the review of the current Strategic Plan and development of a new Plan for 2023-26.

The engagement approach to be agreed should consider the best means to reach the various communities across the city, including those traditionally described as "hard to reach" and those which the HSCP has not successfully engaged with during previous Strategic Plan reviews due to issues of time and resource. The HSCP wishes to harness the learning around engagement methods and preferences which has emerged during the response of the sector to the Covid-19 pandemic, in acknowledgement that the HSCP will be most successful in engaging with diverse communities across the city if it listens to what these groups and communities have to say in relation to engagement preferences and methods.

One of the key outcomes of a co-produced engagement approach is to develop an approach that is accessible for as many people with an interest in the planning and delivery of health and social care as possible and facilitating the empowerment of our partners to carry out the engagement with their respective groups of stakeholders wherever possible and feasible. This way citizens will have the option to engage with

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people they already know, in ways that are preferable and/or familiar to them, rather than the traditional consultation/engagement methods employed by the HSCP/IJB (and other large public sector bodies). Often these are not tailored to specific groups and insufficiently accessible to encourage maximum engagement and a representative range of views to inform the matter under discussion.

A key aim of the development of the engagement approach is to ensure efforts are made to provide equity of access to engagement in the review among groups from across the city, but with a focus on ensuring groups and individuals with protected characteristics are integral to the planning process.

d) Name of officer completing assessment (signed and date)

Craig Cowan, Business Development Manager 03/08/21

e) Assessment Verified by (signed and date)

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2. GATHERING EVIDENCE & STAKEHOLDER ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

| Please name any research, data, consultation or studies referred to for this assessment: | Please state if this reference refers to one or more of the protected characteristics: ➤ age ➤ disability, ➤ race and/or ethnicity, ➤ religion or belief (including lack of belief), ➤ gender, ➤ gender reassignment, ➤ sexual orientation ➤ marriage and civil partnership, ➤ pregnancy and maternity, | Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation. |
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| Data – GCHSCP Demographic report data on users of health and social care services | Demographic report covers age, disability, race and/or ethnicity, religion or belief, gender, sexual orientation. | The EQIA pertains to the approach to engagement and consultation for the review of the GCIJB Strategic Plan |
| Research – - Planning with People guidance for community engagement and participation - GCHSCP guidelines for consultation - GCHSCP Participation and Engagement Strategy - GCHSCP Communications Strategy -GCHSCP Strategic Plan 2023-26 Communication Strategy | The guidance and strategies referred to provide the context for the approach to engagement generally and are relevant for all protected groups. | As above |

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| Consultation – | | |

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3. ASSESSMENT & DIFFERENTIAL IMPACTS

Use the table below to provide some **narrative** where you think the **Policy, Project, Service Reform or Budget Option** has either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

| Protected Characteristic | Specific Characteristics | Positive Impact (it could benefit an equality group) | Negative Impact – (it could disadvantage an equality group) | Socio Economic / Human Rights Impacts |
|--------------------------|--------------------------|---|--|--|
| SEX/ GENDER | Women | By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan. | <p>The engagement approach will require to be carefully planned to ensure that where the ability to engage is affected by barriers traditionally associated with sex/gender the HSCP work with partners to identify ways to overcome those barriers.</p> <p>Barriers in relation to engagement of relevance include scheduling opportunities to engage at times where potential participants are involved in childcare or general caring activity, which may disproportionately affect women. Another barrier may be using methods that rely on digital/electronic means of engagement that may present risk to women due to the risk of domestic abuse.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |

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| | | | <p>Mitigation: The HSCP will work with organisations that represent and work with women to understand the barriers and to identify and facilitate the best means to mitigate them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | |
| | Men | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Men may represent a group that have traditionally not engaged as much as</p> | <p>The engagement approach will require to be carefully planned to ensure that where the ability to engage is affected by barriers traditionally associated with sex/gender the HSCP work with partners to identify ways to overcome those barriers.</p> <p>Barriers in relation to engagement with men might include a traditional reluctance to discuss issues of relevance to men, such as mental health and a greater proportion of certain services being male,</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in</p> |

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| | | women, due to the perception of health/care matters as being more relevant to women due to their proportionately greater involvement in caring roles. | <p>such as addictions/homelessness.</p> <p>Mitigation: The HSCP will work with organisations that represent and work with men to understand the barriers and to identify and facilitate the best means to mitigate them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s). |
| | Transgender | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Transgender people are</p> | <p>The targeting of transgender people and the ways of facilitating engagement should be sensitive and planned to respect privacy and encourage engagement.</p> <p>Mitigation – The HSCP will work with organisations that represent and work with transgender populations to understand the barriers and to identify and facilitate the best means to mitigate them.</p> | The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, |

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| | | at particular risk of isolation and loneliness, and therefore may be a group that have traditionally not engaged as much. This might be due to being less visible or reluctant to identify themselves publicly as being transgender | All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups. | data charges). Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s). |
| RACE* | White | By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan. | As the largest ethnic group within the city this group represents the largest population to engage with and therefore it is important to ensure representation throughout the engagement process, acknowledging the inter-sectionality with other groups. All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups. | The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges). Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s). |

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| <p><i>Further information on the breakdown below each of these headings, as per census, is available here.</i></p> <p><i>For example Asian includes Chinese, Pakistani and Indian etc</i></p> | <p>Mixed or Multiple Ethnic Groups</p> | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> | <p>Different ethnic groups have unique needs and preferences in relation to engagement and have traditionally represented groups that are defined as “hard to reach”. Failure to understand and tailor the approach to them will result in failure to reach these groups and leave a significant gap in the feedback collected.</p> <p>Mitigation: By working with a range of 3rd and Independent Sector partners to co-produce the approach to engagement the HSCP will seek to understand the engagement preferences and needs of different ethnic groups to ensure it facilitates and encourages engagement with them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB’s Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB’s Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
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| | Asian | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> | <p>Different ethnic groups have unique needs and preferences in relation to engagement and have traditionally represented groups that are defined as “hard to reach”. Failure to understand and tailor the approach to them will result in failure to reach these groups and leave a significant gap in the feedback collected.</p> <p>Mitigation: By working with a range of 3rd and Independent Sector partners to co-produce the approach to engagement the HSCP will seek to understand the engagement preferences and needs of different ethnic groups to ensure it facilitates and encourages engagement with them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB’s Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB’s Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
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| | African | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> | <p>Different ethnic groups have unique needs and preferences in relation to engagement and have traditionally represented groups that are defined as “hard to reach”. Failure to understand and tailor the approach to them will result in failure to reach these groups and leave a significant gap in the feedback collected.</p> <p>Mitigation: By working with a range of 3rd and Independent Sector partners to co-produce the approach to engagement the HSCP will seek to understand the engagement preferences and needs of different ethnic groups to ensure it facilitates and encourages engagement with them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB’s Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB’s Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
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| | Caribbean or Black | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> | <p>Different ethnic groups have unique needs and preferences in relation to engagement and have traditionally represented groups that are defined as “hard to reach”. Failure to understand and tailor the approach to them will result in failure to reach these groups and leave a significant gap in the feedback collected.</p> <p>Mitigation: By working with a range of 3rd and Independent Sector partners to co-produce the approach to engagement the HSCP will seek to understand the engagement preferences and needs of different ethnic groups to ensure it facilitates and encourages engagement with them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB’s Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB’s Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
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| | Other Ethnic Group | | | |
| DISABILITY | Physical disability | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Citizens with physical disabilities may experience specific barriers to engagement caused by insensitively scheduled face to face engagement activity that fails to account for issues such as access requirements.</p> | <p>Failure to consider and mitigate the specific barriers faced by people with physical disabilities when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with people with different physical disabilities will enable the HSCP to identify and mitigate the barriers to engagement these groups of people face.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| <i>A definition of</i> | Sensory Impairment | By ensuring accessible | Failure to consider and | |

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| <p><i>disability under the Equality Act 2010 is available here.</i></p> | <p>(sight, hearing,)</p> | <p>means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Citizens with sensory impairments experience specific barriers to engagement caused by insensitivity to their specific needs and failure to put in place adjustments that enable and encourage their involvement.</p> | <p>mitigate the specific barriers faced by people with sensory impairments when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with people with sensory impairments will enable the HSCP to identify and mitigate the barriers to engagement faced by them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| | <p>Mental Health</p> | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be</p> | <p>Failure to consider and mitigate the specific barriers faced by people with mental health difficulties when planning the engagement</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as</p> |

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| | | <p>able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Citizens with mental health difficulties experience specific barriers to engagement caused by insensitivity to their specific needs and failure to put in place adjustments that enable and encourage their involvement.</p> | <p>approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with people with mental health difficulties will enable the HSCP to identify and mitigate the barriers to engagement faced by them.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| | Learning Disability | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the</p> | <p>Failure to consider and mitigate the specific barriers faced by people with learning disabilities when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include</p> |

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| | | <p>priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Citizens with learning disabilities may experience specific barriers to engagement caused by failing to understand their specific requirements.</p> | <p>relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with people with a range of different learning disabilities will enable the HSCP to identify and mitigate the barriers to engagement these groups of people face.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| LGBT | Lesbians | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the</p> | <p>Failure to consider and mitigate the specific barriers faced by people within LGBT+ communities when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means</p> |

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| | | <p>lifetime of the next Plan.</p> <p>Members of LGBT+ communities cannot be considered to be one homogeneous group and different groups within these communities may experience specific barriers to engagement caused by failing to understand their specific requirements.</p> | <p>Mitigation – collaboration with partners with experience and expertise in engaging with LGBT+ communities will enable the HSCP to identify and mitigate the barriers to engagement these groups face.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| | Gay Men | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Members of LGBT+ communities cannot be</p> | <p>Failure to consider and mitigate the specific barriers faced by people within LGBT+ communities when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi,</p> |

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| | | considered to be one homogeneous group and different groups within these communities may experience specific barriers to engagement caused by failing to understand their specific requirements. | <p>LGBT+ communities will enable the HSCP to identify and mitigate the barriers to engagement these groups face.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| | Bisexual | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Members of LGBT+ communities cannot be considered to be one homogeneous group and different groups within these</p> | <p>Failure to consider and mitigate the specific barriers faced by people within LGBT+ communities when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with LGBT+ communities will enable the HSCP to identify and mitigate the barriers to engagement these groups</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-</p> |

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| | | communities may experience specific barriers to engagement caused by failing to understand their specific requirements. | face. All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups. | produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s). |
| AGE | Older People (60 +) | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Citizens that fall into the older people category have very specific needs in relation to health and social care services and often experience specific barriers to engagement caused by failing to</p> | <p>Failure to consider and mitigate the specific barriers faced by older people when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them. In some cases the services used by older people, for example older people care homes, are specific to those groups and therefore it is vital that their voices are heard in relation to such services.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with older people will enable the</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |

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| | | <p>understand their specific requirements.</p> <p>An example of this may be a failure to consider the differential knowledge or experience of using more modern, often digital, engagement methods or failure to consider accessibility requirements.</p> | <p>HSCP to identify and mitigate the barriers to engagement older people face.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | |
| | Younger People (16-25) | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Younger people have very specific needs in relation to health and social care services and often very specific preferences, as well as skills and adaptability, in terms of engagement</p> | <p>Failure to consider and mitigate the specific barriers faced by younger people when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with younger people will enable the HSCP to identify and mitigate the barriers to engagement older people face. The HSCP will also consider the inter-sectionality relating to younger</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or</p> |

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| | | <p>methods. An engagement approach that harnesses this knowledge and these preferences will act to remove barriers to engagement often experienced within this group.</p> <p>An example of this may be ensuring best use is made of digital engagement approaches but with consideration of the other demands on the time of young people (e.g. schooling) or the access to the financial means to engage via digital methods.</p> | <p>people and other protected groups in planning the engagement approach with partners.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>reduce the barrier(s).</p> |
| | Children (0-16) | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>Children people have</p> | <p>Failure to consider and mitigate the specific barriers and rights issues relevant to engagement with children would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them. In some cases the services used by children are not of their own choosing and it is important not to assume therefore that</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi,</p> |

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| | | <p>very specific needs in relation to health and social care services and often very specific preferences, as well as skills and adaptability, in terms of engagement methods. An engagement approach that harnesses this knowledge and these preferences will act to remove barriers to engagement often experienced within this group.</p> <p>An example of this may be ensuring the engagement approach allows for potential support needs to enable engagement to ensure the rights of children are taken into account.</p> | <p>they have no opinion on them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with children and an understanding of their rights as children will enable the HSCP to identify and mitigate the barriers to engagement children face and preserve and protect their rights.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| MARRIAGE & CIVIL PARTNERSHIP | Women | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the</p> | <p>Failure to identify and mitigate any specific barriers faced by people that are married or in a civil partnership when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the</p> |

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| | | HSCP during the lifetime of the next Plan. | <p>important to them.</p> <p>Mitigation – All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| | Men | By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan. | <p>Failure to identify and mitigate any specific barriers faced by people that are married or in a civil partnership when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |

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| | | | groups. | |
| | Lesbians | By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan. | <p>Failure to identify and mitigate any specific barriers faced by people that are married or in a civil partnership when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups.</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |
| | Gay Men | By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan | Failure to identify and mitigate any specific barriers faced by people that are married or in a civil partnership when planning the engagement approach would serve to exclude them from the engagement process | The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include |

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| | | and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan. | and fail to capture their feedback in relation to health and social care services important to them. Mitigation – All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups. | ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges). Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s). |
| PREGNANCY & MATERNITY | Women | By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan. | Failure to identify and mitigate any specific barriers faced in relation to pregnancy and maternity Mitigation – All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and facilitate accessibility and equity of access to information for all groups. | The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges). Where such barriers are identified in the course of planning the engagement |

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| | | | | approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s). |
| RELIGION & BELIEF** A list of religions used in the census is available here . | See note | <p>By ensuring accessible means of engaging with the review of the Strategic Plan these stakeholders will be able to provide feedback on the Plan and their views on the priorities that should be taken forward by the HSCP during the lifetime of the next Plan.</p> <p>The HSCP are mindful to explore the possible barriers to engagement that are linked to culture, religion and belief to ensure we take steps to mitigate them.</p> | <p>Failure to identify and mitigate any specific barriers faced by people on the grounds of their religion and belief when planning the engagement approach would serve to exclude them from the engagement process and fail to capture their feedback in relation to health and social care services important to them.</p> <p>Mitigation – collaboration with partners with experience and expertise in engaging with groups of particular religion and belief will enable the HSCP to identify and mitigate the barriers to engagement they face and ensure we provide adequate opportunity and support to engage.</p> <p>All communication activity in relation to planning and implementing the engagement approach will be planned and completed in accordance with the IJB's Communication Strategy to encourage and</p> | <p>The right of citizens to participate in engagement designed to influence and shape the future of health and social care services in Glasgow City, as defined within the IJB's Strategic Plan must not be constrained by their socio-economic status. This should include ensuring access to communication to encourage and facilitate engagement or in terms of inequity of access to the means to engage, be that digital means including access to and the associated costs in relation to digital engagement (equipment, infrastructure such as wi-fi, data charges).</p> <p>Where such barriers are identified in the course of planning the engagement approach by partners working to co-produce the approach, the HSCP will seek to identify solutions to remove or reduce the barrier(s).</p> |

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| | | | facilitate accessibility and equity of access to information for all groups. | |
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* For reasons of brevity race is not an exhaustive list, and therefore please feel free to augment the list above where appropriate; to reflect the complexity of other racial identities.

** There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts. A list of religions used in the census is available [here](#).

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Summary of Protected Characteristics Most Impacted

The protected characteristics most impacted are:

It is not expected that any specific protected characteristic is impacted more. This EQIA pertains to the development of an engagement approach to support the review of the Strategic Plan with all sections of the community in the city. The EQIA relates to the intention to engage with relevant stakeholders/groups/organisations to better understand the barriers to engagement, the preferences in terms of engagement and to identify where and how barriers can be overcome. If the engagement with stakeholders leads to an agreed engagement approach which leads to an assessment that certain protected characteristics are at particular detriment the EQIA will be updated to reflect this and to identify any mitigating actions that can be put in place as a result.

Summary of Socio-Economic Impacts

As part of the discussions with stakeholders to agree an approach to engagement that identifies and mitigates barriers to engaging the HSCP will explore whether any groups are disadvantaged on the grounds of their socio-economic status. The HSCP fully understands that there may be a requirement to facilitate engagement, across all protected characteristics, with people who lack the means to do so due to their socio-economic status. This may be as a result of lack of access to the means to engage (such as access to wi-fi or IT hardware) or enabling and supporting face to face engagement that requires access to financial resources.

Summary of Human Rights Impacts

None identified

4. OUTCOMES, ACTION & PUBLIC REPORTING

| Screening Outcome | Yes /No Or / Not At This Stage |
|---|--|
| Was a significant level of negative impact arising from the project, policy or strategy identified? | Not at this stage |
| Does the project, policy or strategy require to be amended to have a positive impact? | Not at this stage |
| Does a Full Impact Assessment need to be undertaken? | Not at this stage but following the process to develop a co-produced engagement approach this EQIA will be reviewed with actions identified. |

| Actions: Next Steps (i.e. is there a strategic group that can monitor any future actions) | | |
|---|--|---|
| Further Action Required/ Action To Be Undertaken | Lead Officer and/or Lead Strategic Group | Timescale for Resolution of Negative Impact (s) / Delivery of Positive Impact (s) |
| <p>The Strategic Plan Working will progress the discussions with partners to develop a co-produced engagement approach that takes account of the need to ensure accessibility across the protected characteristics groups</p> | <p>Allison Eccles/Craig Cowan Strategic Plan Working Group</p> | <p>The development of the engagement approach is due to be completed by Autumn 2021 to allow for engagement with relevant partners and agreement on the approach to engagement for the review of the Strategic Plan</p> |
| <p>As the co-produced engagement approach develops and evolves the Working Group will keep the EQIA under review to ensure any gaps in engagement or negative and positive impacts are mitigated and/or implemented</p> | <p>Allison Eccles/Craig Cowan Strategic Plan Working Group</p> | <p>As above</p> |

Public Reporting

All completed EQIA Screenings are required to be publically available on the [Council EQIA Webpage](#) and HSCP website once they have been signed off by the relevant manager, and/or governance group.

5. MONITORING OUTCOMES, EVALUATION & REVIEW

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Strategic, Policy, or Operational Group responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation**Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: [Equality Act Guidance](#)

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices
- gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: [Understanding Scottish Specific Public Sector Equality Duties](#)

Fairer Scotland Duty

Authorities should also consider Socio-Economic Impacts where appropriate. Further information: [Fairer Scotland Duty Interim Guidance](#)

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.