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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. Evidence returned should also align to Specific Outcomes as stated in your local Equality Outcomes Report. 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 Equality@ggc.scot.nhs.uk for further details or call 0141 2014560.

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

Glasgow City Health and Social Care Partnership Kinship Care Safeguarding and Support Service

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).

The Glasgow City HSCP has approved the decision to award a contract by open competitive tender for a Kinship Care Safeguarding and Support Service.

This service will play a key role in Glasgow's response to delivering an environment where every child will be supported to achieve their full potential, and to contribute positively to their communities throughout their lives. Kinship care is when a child is formally 'looked after' in terms of the [Children \(Scotland\) Act 1995](#) by their extended family or close friends, if they cannot remain with their birth parents. Under the [Looked After Children \(Scotland\) Regulations 2009](#), Kinship Carers are defined as 'a person who is related to the child (through blood, marriage or civil partnership)' or 'a person with whom the child has a pre-existing relationship'.

A 'looked after' child / young person is one who is subject to a supervision order under [Section 83](#) of the [Children Hearings \(Scotland\) Act 2011](#) or a child/young person who was formally placed under [Section 25, Children \(Scotland\) Act 1995](#) in the care of a kinship carer by Social Work Services.

Kinship care also includes non looked after children, who live in an informal kinship care arrangement. These children may be subject to a [Section 11 of the Children \(Scotland\) Act 1995](#) or may be living in a completely private arrangement with extended family, with no local authority involvement at all.

The service will help to keep the kinship placement in place, and to ensure the young person is thriving and in an nurturing environment examples below

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- The child or young person's Kinship carers are keeping them safe.
- The Child's Plan remains current and appropriate to the child or young person, Kinship carers and family's needs.
- The child or young person's family and home remains stable and is meeting their needs.
- The child or young person and Kinship carers are supported in mitigating the impact of poverty.

The Glasgow City HSCP is inviting tenders from providers who will deliver the Council's Locality Kinship Care Safeguarding and Support Services. Beneficiaries of the service are children, young people and kinship carers.

Many of the legislative provisions, national policies and strategies relating to children and young people in Scotland implement the rights contained within the United Nations Convention on the Rights of the Child (UNCRC), which includes, amongst others, the child's right to be free from discrimination on the basis of any protected characteristic.

The Provider must have an understanding of the complex needs associated with the children and young people and their carers who use the service, who may:

- have Adverse Childhood Experiences (ACEs) and other complex trauma
- be care experienced prior to Kinship placement
- be vulnerable to social isolation
- experience higher levels of poverty
- have mental health needs

Care should be anticipatory to meet the needs of those with protected characteristics (defined within the Equality Act 2010) rather than reactive. Provider(s) must evidence in their Tender submission that they have clear processes in place to meet the needs of service users with additional needs, including physical, sensory or learning disabilities, and service users for whom English is not their first language. This may require provision of interpreting services when required.

A key focus of the Service is to work with families to mitigate the effects of poverty, which national and local research shows is an issue disproportionately experienced by this group. This aligns with needs identified in 'the Promise', and with Glasgow City Integrated Children's Services Plan 2020-23, underpinned by the provisions in the Children and Young People (Scotland) Act 2014 and Kinship Care Assistance (Scotland) Order 2016.

Specific needs due to protected characteristics will be identified by the Provider and they will be required to make appropriate adjustments to the delivery of the Services. This will include developing strategies to engage specific groups of service users. Monitoring of the access of specific groups of service users will be in line with the requirements of the Equality Act 2010.

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This service is provided to children and young people and their kinship carers.

Those in receipt of the service delivered on behalf of the HSCP will have equal access to the service, regardless of protected characteristic, based solely on their ability to benefit from the support on offer by the Service.

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: Natasha McNaught, Service Manager, Commissioning, Children and Families and Women’s Services, Glasgow City HSCP

Date of Lead Reviewer Training:

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):

Lynne Macdonald, Senior Officer, Commissioning, Children and Families and Women’s Services, Glasgow City HSCP

	Example	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required	
1.	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	A sexual health service collects service user data covering all 9 protected characteristics to enable them to monitor patterns of use.	Equalities information will routinely be collected on CareFirst and EMIS, for all children, young people and families supported by the HSCP to enable equalities monitoring, and to support planning for future service delivery to ensure that the full spectrum of children, young people’s and families’ needs are being met. Questions asked include:- Name/Age/Carefirst of Any other children/ young people in the Kinship Placement	Provider(s) must evidence, within their Tender submission, that they are aware of their responsibilities as Service Providers in respect of Equality considerations and are committed to delivering services in a manner that is fair and equitable. They must

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	<p>submitted evidence and an explanation for any protected characteristic data omitted.</p>		<p>Name/Age/ sex/ Sexual Orientation/ Race/ Religion of the child or young person</p> <p>Carefirst number of other residents over 18 in the home. For all individuals over 18 years have Disclosure Checks been carried out. Have disclosure checks been recorded</p> <p>Employment Status of carer FT/PT/hours</p> <p>Does the child or young person have a disability?</p> <p>Name/Age of regular visitors to the Home Sleeping arrangements for the child/young person</p> <p>Health of child/young person</p>	<p>recognise the need for cultural awareness and sensitivity from their workers, particularly as the service is delivered in families' homes and have an ethos that shows understanding of and empathises with, the circumstances and experiences of service users.</p>
	<p align="center">Example</p>	<p align="center">Service Evidence Provided</p>	<p align="center">Possible negative impact and Additional Mitigating Action Required</p>	
<p>2.</p>	<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>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 of materials were</p>	<p>Data is used to help keep the kinship placement in place, and to ensure the young person is thriving and in an nurturing environment examples below</p> <ul style="list-style-type: none"> • The child or young person's Kinship carers are keeping them safe. • The Child's Plan remains current and appropriate to the child or young person, Kinship carers and family's needs. • The child or young person's family and home remains stable and is meeting their needs. • The child or young person and Kinship carers are supported in mitigating the impact of 	<p>Provider(s) must evidence, within their Tender submission, that they are aware of their responsibilities as Service Providers in respect of Equality considerations and are committed to delivering services in a manner that is fair and equitable. They must recognise the need for cultural awareness and sensitivity from their workers, particularly as the service is delivered in</p>

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	<p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>introduced with ongoing monitoring of uptake. (Due regard promoting equality of opportunity)</p>	<p>poverty.</p> <p>Data is captured on a six-monthly basis, there is no evidence of misrepresentation of a particular group</p> <p>The data will be recorded in Care First and can be used for reporting</p> <p>Specific needs due to protected characteristics will be identified by the Provider and they will be required to make appropriate adjustments to the delivery of the Services. This will include developing strategies to engage specific groups of service users. Monitoring of the access of specific groups of service users will be in line with the requirements of the Equality Act 2010.</p>	<p>families' homes and have an ethos that shows understanding of and empathises with, the circumstances and experiences of service users.</p>
	<p>Example</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>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</p>	<p>Experience has been the primary driver of the continuation of the service.</p> <p>The following legislative and policy drivers contain relevant equality and welfare considerations that should be adopted within the service being tendered for:</p> <ul style="list-style-type: none"> • Children (Scotland) Act 1995 • Human Rights Act 1998 • The Looked After Children (Scotland) Regulations 2009 • Equality Act 2010, including the Fairer Scotland Duty (The Duty) • Children and Young People (Scotland) Act 2014 • Kinship Care Assistance (Scotland) Order 2016 	<p>Provider(s) must evidence, within their Tender submission, that they are aware of their responsibilities as Service Providers in respect of Equality considerations and are committed to delivering services in a manner that is fair and equitable. They must recognise the need for cultural awareness and sensitivity from their workers, particularly as the service is delivered in families' homes and have an ethos that shows</p>

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	<p align="center">Example</p>	<p align="center">Service Evidence Provided</p>	<p align="center">Possible negative impact and Additional Mitigating Action Required</p>	
<p>4.</p>	<p>Can you give details of how you have engaged with equality groups with regard to the service review or policy development? What did this engagement tell you about user experience and how was this information used? The Patient Experience and Public Involvement team (PEPI) support NHSGGC to listen and understand what matters to people and can offer support.</p>	<p>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</p>	<p>Prior to the tender, a further consultation of was carried out. The learning from this consultation have largely informed the Service Specification of the re-imagined service being tendered.</p> <p>A key point of this consultation is that there was a requirement for Service Providers to initiate a forum, and other appropriate methods of consultation and involvement, to ensure the voice of those who accessed the service could be heard and listened to and would inform the delivery of the service. This included use of technology to engage with children and young people and Kinship carers.</p>	<p>The Service Specification and ITT, along with the scoring process will require providers to evidence how this will be undertaken. Monitoring and reviews will measure individual progress in aspects of independent living.</p>

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	<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>significantly increased uptake.</p> <p>(Due regard to promoting equality of opportunity)</p> <p>* The Child Poverty (Scotland) Act 2017 requires organisations to take actions to reduce poverty for children in households at risk of low incomes.</p>	<p>This resulted in a change of delivery example being setting up peer support for carers and young people</p>	
	<p>Example</p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>	
<p>5.</p>	<p>Is your service physically accessible to everyone? If this is a policy that impacts on movement of service users through areas are there potential barriers that need to be addressed?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been</p>	<p>An access audit of an outpatient physiotherapy department found that users were required to negotiate 2 sets of heavy manual pull doors to access the service. A request was placed to have the doors retained by magnets that could</p>	<p>The service is delivered within a carer'home environment.</p> <p>Kinship Carers assessment seeks to clarify any issues around disabilities for the carer, the children's plan will identify any need around disability and accessibility, an initial visit is carried out where there is a potential need for adaptations</p>	

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	<p>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 checked="" type="checkbox"/></p>	<p>deactivate in the event of a fire. (Due regard to remove discrimination, harassment and victimisation).</p>		
	<p>Example</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>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.</p> <p>Written materials were offered in other languages and formats.</p> <p>(Due regard to remove discrimination,</p>	<p>The Service Specification is explicit in the need for clear communication between the various stakeholders involved.</p> <p>There will be clear processes outlining how the Services will be delivered to service users with additional needs, such as, physical, sensory or learning disabilities and service users who do not speak or read English, including access to interpreting services when required. The Service Specification clearly advocates the use of interpreters as being essential in certain circumstances, and arrangements for easy access to interpretation has been built in. This may also extend to translation and use of Technology Enabled Care, e.g. use of Teams for Interpreter sessions.</p>	<p>Potential providers for the Service will require to recruit people who are skilled, trained, qualified and knowledgeable to deliver the service.</p>

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	<p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> <p>The British Sign Language (Scotland) Act 2017 aims to raise awareness of British Sign Language and improve access to services for those using the language. Specific attention should be paid in your evidence to show how the service review or policy has taken note of this.</p>	<p>harassment and victimisation and promote equality of opportunity).</p>		
7	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required	
(a)	<p>Age</p> <p>Could the service design or policy content have a disproportionate impact on people due to differences in age? (Consider any age cut-offs that exist in the service design or policy content. You will need to objectively justify in the evidence section any</p>	<p>Children and Young people in scope for the service are aged 0 – 19 years. Their kinship carers can be any age from 18 years upwards.</p> <p>The aim of this service is anticipated to have a positive impact on children and young people, the nature of kinship care given that the child or young</p>	<p>The Service Specification, Invitation To Tender, and the scoring will reflect the need for those providers providing the service to actively address equalities issues, have an ethos that shows</p>	

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	<p>segregation on the grounds of age promoted by the policy or included in the service design).</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable</p>	<p>person is living with a relative allows to increase their feelings of identity and belonging and have some stability without legally separating them from their birth parents. Giving the opportunity to remain within their extended family network.</p> <p>The data below detailed the age range of children and young people in kinship care</p> <p>0 years - 10 1-4 years - 99 5-9 years - 247 10-11 years - 201 13-15 years - 210 16-17 years - 175 18+ years - 1</p>	<p>understanding of and empathises with, the circumstances and experiences of service users.</p> <p>Potential providers for the Tender will require to recruit people who are skilled, trained, qualified and knowledgeable to deliver the service.</p> <p>The service specification and ITT, along with the scoring process will require providers to evidence how this will be undertaken. Monitoring and reviews will measure individual progress in aspects of independent living.</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>This service has been designed to meet the needs of all, regardless of disability status. Children and Young people and/or their carers may face barriers due to disability, and Provider workers will be made aware of any specific requirements to take into account at the referral stage. This may be relevant when arranging for any family members to participate in activities and community events. The Provider(s) must evidence, as part of their Tender submission, that they have the requisite Health and Safety policies and insurances in place to protect Service users and their organisation.</p>	<p>As above.</p> <p>Disability data is not routinely collected, however it will be taken forward as an action and included in future quarterly data collection.</p>

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	<p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>Disability data is not routinely collected, however it will be taken forward as an action and included in future quarterly data collection.</p> <p>This service will include developing strategies to engage specific groups of service users, such as individuals with disabilities. Support and signposting into generic and specialist health services. E.g Mental health Services</p>	
	<p>Protected Characteristic</p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>
<p>(c)</p>	<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 type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>Current Scottish Government guidance states that this data is not collected for those aged under 16 years of age.</p> <p>As the recipient of the Service recorded in CareFirst is the child / young person, this data is not available.</p>	<p>As above.</p>
	<p>Protected Characteristic</p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>

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<p>(d)</p>	<p>Marriage and Civil Partnership</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Marriage and Civil Partnership?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>People with this characteristic are unlikely to be represented within this client group, though the Equality considerations included in the Service Specification require the Provider(s) to recognise all protected characteristics of their Service users and staff.</p>	<p>As above.</p>
<p>(e)</p>	<p>Pregnancy and Maternity</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Pregnancy and Maternity?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p>	<p>People with this characteristic are unlikely to be represented within this client group, though the Equality considerations included in the Service Specification require the Provider(s) to recognise all protected characteristics of their Service users and staff.</p>	<p>As above.</p>

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	<p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>		
	<p>Protected Characteristic</p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>
<p>(f)</p>	<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 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>This service will be available to people of all racial and national identities.</p> <p>The Service Specification has advised that the Provider(s) of the Service must, when required, ensure that interpreting services are in place for clients whose first language is not English.</p> <p>The data collected identifying the ethnic origins of children and young people being supported in kinship care is detailed below</p> <p>Asian 6 Black 1 White 895 Other 27 Not Indicated 14</p>	<p>As above.</p>
<p>(g)</p>	<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>This service has been designed to meet the needs of all, regardless of faith and/or belief. Within the Service Specification, there is the requirement to orientate service users to religious communities,</p>	<p>As above.</p>

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	<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 type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>community groups etc. Joint activities will be culturally sensitive</p>	
	<p>Protected Characteristic</p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>
<p>(h)</p>	<p>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 checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p>	<p>The service will be available to males and females of up to 19 years of age. The data below details the sex of children and young people in kinship care</p> <p>Female – 49%</p> <p>Male - 51%</p>	<p>As above.</p>

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	<p>4) Not applicable <input type="checkbox"/></p>		
(i)	<p>Sexual Orientation</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sexual Orientation?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>Current Scottish Government guidance states that this data is not collected for those aged under 16 years of age.</p> <p>As the recipient of the Service recorded in CareFirst is the child / young person, this data is not available</p>	<p>As above.</p> <p>Monitoring access and delivery for LGBT service users will be in line with the requirements of the Equality Act 2010.</p>
	<p>Protected Characteristic</p>	<p>Service Evidence Provided</p>	<p>Possible negative impact and Additional Mitigating Action Required</p>

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<p>(j) Socio – Economic Status & Social Class</p> <p>Could the proposed service change or policy have a disproportionate impact on people because of their social class or experience of poverty and what mitigating action have you taken/planned?</p> <p>The Fairer Scotland Duty (2018) places a duty on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions. If relevant, you should evidence here what steps have been taken to assess and mitigate risk of exacerbating inequality on the ground of socio-economic status. Additional information available here: Fairer Scotland Duty: guidance for public bodies - gov.scot (www.gov.scot)</p> <p>Seven useful questions to consider when seeking to demonstrate ‘due regard’ in relation to the Duty:</p> <ol style="list-style-type: none"> 1. What evidence has been considered in preparing for the decision, and are there any gaps in the evidence? 2. What are the voices of people and communities telling us, and how has this been determined (particularly those with lived experience of socio-economic disadvantage)? 3. What does the evidence suggest about the actual or likely impacts of different options or measures on inequalities of outcome that are associated with socio-economic disadvantage? 4. Are some communities of interest or communities of place more affected by disadvantage in this case than others? 	<p>Research undertaken at a national level and within the HSCP has shown that kinship care families are disproportionately affected by poverty.</p> <p>More than two thirds of families in the Glasgow Kinship Care Service reside in areas that are ranked in the top 20% of the most deprived in Scotland. Nearly half (48.8%) of families reside in areas ranked in the top 10% of deprived areas, and a third within the top 5% of the most deprived areas in the country.</p> <p>A key focus of the Service is to work with families to mitigate the effects of poverty, which national and local research shows is an issue disproportionately experienced by this group. This aligns with needs identified in ‘the Promise’, and with Glasgow City Integrated Children’s Services Plan 2020-23, underpinned by the provisions in the Children and Young People (Scotland) Act 2014 and Kinship Care Assistance (Scotland) Order 2016.</p>	<p>As above.</p> <p>The service will support Kinship Carers to maximise income and link in with relevant support groups.</p>
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	<p>5. What does our Duty assessment tell us about socio-economic disadvantage experienced disproportionately according to sex, race, disability and other protected characteristics that we may need to factor into our decisions?</p> <p>6. How has the evidence been weighed up in reaching our final decision?</p> <p>7. What plans are in place to monitor or evaluate the impact of the proposals on inequalities of outcome that are associated with socio-economic disadvantage? ‘Making Fair Financial Decisions’ (EHRC, 2019)²¹ provides useful information about the ‘Brown Principles’ which can be used to determine whether due regard has been given. When engaging with communities the National Standards for Community Engagement²² should be followed. Those engaged with should also be advised subsequently on how their contributions were factored into the final decision.</p>		
(k)	<p>Other marginalised groups</p> <p>How have you considered the specific impact on other groups including homeless people, prisoners and ex-offenders, ex-service personnel, people with addictions, people involved in prostitution, asylum seekers & refugees and travellers?</p>	<p>The service is open to all marginalised groups</p> <p>The Provider’s staff will be appropriately registered; SSSC and PVG membership, suitably experienced and will have the appropriate training and skills and competencies to provide a trauma informed response approach to work with young people in kinship care who will have varying degrees of care and support needs and unique and potentially complex histories. Staff will require regular training in equalities.</p>	<p>The Invitation To Tender, and the scoring will reflect the need for those providers providing the service to actively address equalities issues, have an ethos that shows understanding of and empathises with, the circumstances and experiences of service users.</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>No</p>	

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	<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 checked="" type="checkbox"/></p>		
	<p align="center">Service Evidence Provided</p>	<p align="center">Possible negative impact and Additional Mitigating Action Required</p>	
<p>9.</p>	<p>What investment in learning has been made to prevent discrimination, promote equality of opportunity and foster good relations between protected characteristic groups? As a minimum include recorded completion rates of statutory and mandatory learning programmes (or local equivalent) covering equality, diversity and human rights.</p>	<p>The Invitation to Tender, and the scoring will reflect the need for those providers providing the service to actively address equalities issues, have an ethos that shows understanding of and empathises with, the circumstances and experiences of service users.</p> <p>Requirement that the provider staff recruitment and training reflect an understanding of and a commitment to the above.</p>	

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.

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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.

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* .

The Council has statutory responsibilities for all Glasgow's looked after children and young people, whether living at home, in kinship households or in foster care or residential care.

Kinship care support is an integral element of Glasgow's Family Support, which is underpinned by the commitments outlined within The Promise Glasgow's Promise The Service Provider will require to adapt their approaches and align with the Council's Family Support Strategy <https://glasgowcity.hscp.scot/sites/default/files/publications/Family%20Support%20Strategy.pdf> strengths and principles, and The Promise to ensure that Scotland's children and young people grow up loved, safe and protected.

The service delivered will assist the Council in meeting its obligations to children, young people and Kinship carers, and deliver a range of supports to children and young people in kinship care households, as well as their Kinship carers.

In relation to the outcomes to be achieved for individual children and young people, these are as follows:

- The child or young person's Kinship carers are keeping them safe.

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- The Child's Plan remains current and appropriate to the child or young person, Kinship carers and family's needs.
- The child or young person's family and home remains stable and is meeting their needs.
- The child or young person and Kinship carers are supported in mitigating the impact of poverty.

The service is part of the HSCP's wider Family Support strategy.

*

- **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.

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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)

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

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

Date for completion	Who is responsible?(initials)
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<ol style="list-style-type: none">1. Tender quality scoring reflects to actively address equalities issues, have an ethos that shows understanding of and empathises with, the circumstances and experiences of service users.2. Requirement that the provider staff recruitment and training reflect an understanding of and a commitment to the above.3. Monitor take up of activities designed to provide young people with the skills and experiences identified.4. The service specification and ITT, along with the scoring process will require providers to evidence how equality issues are addressed for those with protected characteristics.5. Monitoring and reviews will measure individual progress in aspects of independent living.	31/07/23	LM
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Ongoing 6 Monthly Review please write your 6 monthly EQIA review date:

Lead Reviewer: Name: Lynne MacDonald
EQIA Sign Off: Job Title Senior Officer, Commissioning and Contracting
Signature *Lynne Macdonald*
Date

Quality Assurance Sign Off: Name Alastair Low
Job Title Planning Manager
Signature Alastair Low
Date 26/09/2023

**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:

Kinship Care and Safeguarding Service

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

Data Collection		Completed	
		Date	Initials
Action:	Gather equality data, age, sex and race of child or young person in kinship care	31/07/23	LM
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

Data Collection		To be Completed by	
		Date	Initials
Action:	Disability data is not routinely collected, however it will be taken forward as an action and included in future quarterly data collection.	31March 2024	LM
Reason:	This service will include developing strategies to engage specific groups of service users, such as individuals with disabilities. Support and signposting into generic and specialist health services. E.g Mental health Services		

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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

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Name of completing officer: Lynne Macdonald

Date submitted: 31st July 2023

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

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