



## NHS Greater Glasgow and Clyde Equality Impact Assessment Tool

Equality Impact Assessment is a legal requirement as set out in 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:

Urban Roots – Therapeutic Gardening & Food Activity Contract

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).

This EQIA aligns with the IJB Financial Allocations and Budgets 2025-26 paper, being presented to IJB members in March 2025.

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

Urban Roots have been commissioned by Health Improvement to deliver garden, growing and therapeutic nature based activity within South Glasgow since 2015. Activity is delivered across 3 sites including: Moogety Garden (Govan), Peat Road Garden (Pollok) and Shields Community Garden (East Pollokshields)

Shields Community Garden, attached to Shields Health & Care Centre, sits within East Pollokshields which has a majority BME population, (52.7%), predominantly South Asian. The garden was established to support and explore opportunities linked to, self-management, social prescribing and the development of the green care agenda. It provides opportunities to connect people to non-medical supports and resources within the local community as part of the wider COPC (Community Oriented Primary Care) approach that has been adopted within East Pollokshields. This work informs the development of social and green care prescribing elsewhere, building on existing work that recognises the value of access to quality greenspaces in supporting individual and community resilience.

Participation in garden activity from within the South Asian population has taken years to achieve, their participation has grown since the pandemic, particularly amongst women; their experience of poverty, discrimination, marginalisation and loneliness has had compounding impacts on their wellbeing. Many have experienced racism that has made them fearful of participation in public spaces, they report feelings of isolation, depression,

anxiety and health problems related to e.g. menopause, experience of domestic abuse (whether physical, financial or emotional/psychological), disempowerment and low self-esteem. Bespoke programmes of work are delivered within the garden spaces, they offer a positive, supportive environment where women can make connections with others who share their lived experiences, benefit from peer-led support and advice, and build their skills and personal capacity.

Beyond the Shields Community Garden, Urban Roots deliver activity at Moogety Garden (Govan) and Peat Road Garden (Pollok), all 3 sites provide respite and sanctuary to people struggling with their mental health, isolation or loneliness. Alongside therapeutic activity there is a focus on community capacity building, developing confidence & skills around gardening, growing and climate change awareness. All participants have opportunities to gain skills and training: courses are offered in food growing, cookery, nature crafts in-house, with resources in multiple languages. Accredited First Aid, Food Hygiene, and Walk Leader courses are available via community partners. All training is free. Where appropriate, Urban Roots staff use local knowledge and connections to signpost people to further support or opportunities. Activity is connected across a number of sites within each neighbourhood, creating a network of greenspaces that support people from diverse backgrounds to connect and grow together. The Shields Community Garden has been the locus for much of this activity with learning from green care activity informing developments across various sites.

“I’ve met people through the garden who are very different from me, that I never would have met otherwise. I feel that this place helps me to break my social ‘bubble’. It creates important connections for me which help keep me healthy and happy.” (Participant)

The work has also highlighted how local action to mitigate climate change can help address feelings of powerlessness and what has been described as eco anxiety.

“I’ve also learned new skills that are useful in other parts of my life and I can share with other people. It’s like a strong circle of positivity which starts at the garden and keeps growing wider. I’m so grateful for that circle and to be a part of it.” (Participant)

***Why was this service or policy selected for EQIA? Where does it link to organisational priorities? (If no link, please provide evidence of proportionality, relevance, potential legal risk etc.). Consider any locally identified Specific Outcomes noted in your Equality Outcomes Report.***

The current contract comes to an end March '25 and due to budgetary constraints the HSCP will not be going out to tender for this work beyond then. To help sustain the breadth of community capacity building activity delivered and to protect the greenspace infrastructure that has been developed over the past 9 years, including investment in the recently completed Shields Garden Room, we are seeking non-recurring funding, from alternative sources, as an interim measure while longer term options are explored. Essentially a supportive stop gap so that the infrastructure and

engagement is not lost/weakened across the sites. We are working closely with Urban Roots to secure alternative funding. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.

The EQIA will be reviewed and updated in line with the 6 month review process.

**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)**

<b>Name:</b> Al Breen	<b>Date of Lead Reviewer Training:</b>
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**Please list the staff involved in carrying out this EQIA**

**(Where non-NHS staff are involved e.g. third sector reps or patients, please record their organisation or reason for inclusion):**

Al Breen  
Fiona Moss

		<b>Example</b>	<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>
1.	<b>What equalities information is routinely collected from people currently using the service or affected by the policy? If this is a new service proposal what data do you have on proposed service user groups. Please note any barriers to collecting this data in your submitted evidence and an explanation for any protected characteristic data omitted.</b>	<i>A sexual health service collects service user data covering all 9 protected characteristics to enable them to monitor patterns of use.</i>	Equalities data across all 9 protected characteristics has not been routinely collected. Additional information captured via contract monitoring aids understanding re patterns of use and demographics	Completion of equality monitoring forms has been challenging, often due to language and time barriers. Regular contract monitoring of delivery programmes provides a degree of demographic data to mitigate alongside use of translated material and Interpreters
		<b>Example</b>	<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>
2.	<b>Please provide details of how data captured has been/will be used to inform policy content or service design.  Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b>	<i>A physical activity programme for people with long term conditions reviewed service user data and found very low uptake by BME (Black and Minority Ethnic) people. Engagement activity found promotional material</i>	Detail from contract monitoring and historic equality data highlights increased participation in activities amongst marginalised and BAME (Black, Asian and Minority Ethnic) populations, in the main from within the local South Asian population, Asylum Seekers and Refugees and women affected by homelessness. This has been achieved by creating translated resources and implementing outreach approaches to	It has taken years of engagement and building on learning to create greenspaces that feel safe and inclusive, particularly for South Asian women and displaced people generally. The Shields Community Garden has been described as a safe haven by participants supported by e.g. Freedom from Torture. It provides a stepping stone to wider greenspace engagement as confidence/trust grows. They are sites of change. Contract end places all of this at

	<p>1) Remove discrimination harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p><i>for the interventions was not representative. As a result an adapted range of materials were introduced with ongoing monitoring of uptake. (Due regard promoting equality of opportunity)</i></p>	<p>engage women from local homeless services. Relationship building with organisations supporting Asylum Seekers and Refugees. Translation of programme information did not always address barriers e.g. where there were literacy issues. Interpreters were used to support participation, engagement and understanding. The appointment of a bilingual project coordinator at Shields Community Garden as part of a demonstration project, has improved and increased engagement/participation, particularly amongst South Asian women in East Pollokshields.</p>	<p>risk. Work is ongoing to identify alternative funding sources – partial funding has been secured, this will support some reduced delivery of therapeutic gardening &amp; maintenance work beyond March '25</p>
	<p><b>Example</b></p>	<p><b>Service Evidence Provided</b></p>	<p><b>Possible negative impact and Additional Mitigating Action Required</b></p>	
<p>3.</p>	<p><b>How have you applied learning from research evidence about the experience of equality groups to the service or Policy?</b></p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p>	<p><i>Looked after and accommodated care services reviewed a range of research evidence to help promote a more inclusive care environment. Research suggested that young LGBT+ people had a disproportionately</i></p>	<p>The evidence base for the positive impact of greenspaces and green health activity is robust. The WHO review of urban greenspaces and health highlights benefits across the lifespan but particularly for economically deprived communities, black &amp; minority ethnic groups, children, women/pregnant women and older adults. We know from research, particularly during the pandemic, that the mental health</p>	<p>We have been building on learning consistently over the length of the project. There is a real risk that participation of specific groups will be diminished. Mitigating actions include ongoing focus on securing funding from elsewhere.</p>

	<p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p><b><i>difficult time through exposure to bullying and harassment. As a result staff were trained in LGBT+ issues and were more confident in asking related questions to young people. (Due regard to removing discrimination, harassment and victimisation and fostering good relations).</i></b></p>	<p>benefits of greenspace for these groups occur where it is closest to home.</p> <p>All 3 sites are adjacent to communities they serve. The Shields Community Garden is attached to Shields Health &amp; Care Centre, this proximity has enabled green care prescribing for a patient population that is majority South Asian. Consultation across a range of themes has further informed understanding.</p> <p>We have, for example, ensured South Asian women engaged in garden activity are connected to wider networks and opportunities including Glasgow Women’s Health Network (GWHN). In this way we have ensured their voices are heard in context of policy and service reviews e.g. women from different communities were consulted on the next iteration of Scotland’s Women’s Health Plan – garden/rooms were spaces that supported/enabled engagement and they were able to highlight the role the outdoors plays in supporting a range of issues from isolation &amp; loneliness to connection and recovery from trauma. Women</p>	
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			often face specific cultural barriers to accessing greenspace, alongside fears or previous experience of racism in public greenspaces.	
		<b>Example</b>	<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>
4.	<p>Can you give details of how you have engaged with equality groups with regard to the service review or policy development? What did this engagement tell you about user experience and how was this information used? The Patient Experience and Public Involvement team (PEPI) support NHSGGC to listen and understand what matters to people and can offer support.</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p>	<p><b><i>A money advice service spoke to lone parents (predominantly women) to better understand barriers to accessing the service. Feedback included concerns about waiting times at the drop in service, made more difficult due to child care issues. As a result the service introduced a home visit and telephone service which significantly increased uptake.</i></b></p> <p><b><i>(Due regard to promoting equality of opportunity)</i></b></p>	<p>Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>As yet we have not spoken to any groups regarding the contract end. Instead we have focussed on securing short term funding to ensure ongoing delivery of therapeutic garden/ growing activity and maintenance of greenspaces beyond March '25. Feedback and engagement from service users was undertaken using additional information captured via contract monitoring, this has aided understanding re patterns of use, demographics and experience of programme delivery.</p>	<p>It has taken years of engagement and building on learning to create greenspaces that feel safe and inclusive, particularly for South Asian women and displaced people generally. The Shields Community Garden has been described as a safe haven by participants supported by e.g. Freedom from Torture. It provides a stepping stone to wider greenspace engagement as confidence/trust grows. They are sites of change. Contract end places all of this at risk. Work is ongoing to identify alternative funding sources – partial funding has been secured, this will support reduced delivery of therapeutic gardening &amp; maintenance work over the next few months.</p>

	<p>2) Promote equality <input type="checkbox"/> of opportunity</p> <p>3) Foster good relations between protected characteristics <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p><i>* The Child Poverty (Scotland) Act 2017 requires organisations to take actions to reduce poverty for children in households at risk of low incomes.</i></p>		
	<p><b>Example</b></p>	<p><b>Service Evidence Provided</b></p>	<p><b>Possible negative impact and Additional Mitigating Action Required</b></p>	
<p>5.</p>	<p><b>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?</b></p> <p><b>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b></p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of <input type="checkbox"/></p>	<p><i>An access audit of an outpatient physiotherapy department found that users were required to negotiate 2 sets of heavy manual pull doors to access the service. A request was placed to have the doors retained by magnets that could deactivate in the event of a fire. (Due regard to remove discrimination, harassment and</i></p>	<p>Funding was secured to install a garden room within Shields Community Garden, the design specification ensured it is physically accessible to everyone. Garden room installation was completed during November 2024. Entry to the garden/ room accommodates prams, wheelchairs, mobility products &amp; so forth. An accessible toilet within the garden room ensures wheelchair users can navigate the space with ease.</p> <p>All 3 sites have raised beds with pathways designed with ease of movement and mobility in mind.</p>	<p>Significant funding, in excess of the annual cost of the contract, was secured to support a garden redesign and garden room installation. They provide spaces of sanctuary, connection, support and learning to a diversity of communities and individuals. Non renewal of funding will reduce the positive impacts and create fragility.</p>



	<p>opportunity</p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<i>victimisation).</i>		
		<b>Example</b>	<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>
6.	<p><b>How will the service change or policy development ensure it does not discriminate in the way it communicates with service users and staff?</b></p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected <input type="checkbox"/></p>	<p><i>Following a service review, an information video to explain new procedures was hosted on the organisation's YouTube site. This was accompanied by a BSL signer to explain service changes to Deaf service users.</i></p> <p><i>Written materials were offered in other languages and formats.</i></p> <p><i>(Due regard to remove discrimination,</i></p>	<p>Any change to project programme delivery will be communicated in a number of languages to individuals, groups using a variety of methods, including social media platforms, Interpreters, WhatsApp, flyers &amp; so forth. We will use existing locality/ community networks to ensure translated information is disseminated widely.</p>	<p>Literacy issues are prevalent amongst the various groups using the gardens, short videos in various languages will be produced by Urban Roots and used to ensure reach.</p>

	<p>characteristics</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><i>harassment and victimisation and promote equality of opportunity).</i></p>		
7	<b>Protected Characteristic</b>		<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>
(a)	<p><b>Age</b></p> <p><b>Could the service design or policy content have a disproportionate impact on people due to differences in age? (Consider any age cut-offs that exist in the service design or policy content. You will need to objectively justify in the evidence section any segregation on the grounds of age promoted by the policy or included in the service design).</b></p> <p><b>If this decision is likely to impact on children and young people (below the age of 18) you will need</b></p>		<p>For this contract, Urban Roots work with adults 16+ across all programme delivery and to a lesser extent, children 5 – 11 years as part of the Urban Explorers programme and via nature based/climate change activity with local primary schools.</p>	<p>Reduced access to greenspace activity across age groups.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>We will continue to explore longer term</p>

	<p>to evidence how you have considered the <b>General Principles of the United Nations Convention on the Rights of the Child</b>. Please include this in <b>Section 10</b> of the form.</p> <p>Your evidence should show which of the 3 parts of the <b>General Duty</b> have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>		<p>funding opportunities and signpost people to alternative sites/activity where possible.</p>
(b)	<p><b>Disability</b></p> <p><b>Could the service design or policy content have a disproportionate impact on people due to the protected characteristic of disability?</b></p> <p>Your evidence should show which of the 3 parts of the <b>General Duty</b> have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p>	<p>Funding was secured to install a garden room within Shields Community Garden, the design specification ensured it is physically accessible to everyone. Garden room installation was completed during November 2024. Entry to the garden/ room accommodates prams, wheelchairs, mobility products &amp; so forth. An accessible toilet within the garden room ensures wheelchair users can navigate the space with ease.</p>	<p>Any alternative sites cannot be guaranteed to offer the same degree of accessibility.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p>

	<p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>All 3 sites have raised beds with pathways designed with ease of movement and mobility in mind.</p> <p>The focus of the service is on reducing isolation and loneliness, therefore any reduction in service is likely to have an impact on mental health.</p>	<p>We will continue to explore longer term funding opportunities and signpost people to alternative sites/activity</p>
	<p><b>Protected Characteristic</b></p>	<p><b>Service Evidence Provided</b></p>	<p><b>Possible negative impact and Additional Mitigating Action Required</b></p>
<p>(c)</p>	<p><b>Gender Reassignment</b></p> <p><b>Could the service change or policy have a disproportionate impact on people with the protected characteristic of Gender Reassignment?</b></p> <p><b>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b></p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>No specific impacts identified at this time</p>	<p>Reduced access to greenspace activity across age groups.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>We will continue to explore longer term funding opportunities and signpost people to alternative sites/activity where possible.</p>

	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(d)	<p><b>Marriage and Civil Partnership</b></p> <p><b>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Marriage and Civil Partnership?</b></p> <p><b>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b></p> <p><b>1) Remove discrimination, harassment and victimisation</b> <input type="checkbox"/></p> <p><b>2) Promote equality of opportunity</b> <input type="checkbox"/></p> <p><b>3) Foster good relations between protected characteristics</b> <input type="checkbox"/></p> <p><b>4) Not applicable</b> <input type="checkbox"/></p>	<p>We are not collecting data on this protected characteristic. We do not know the status of the underlying population. The service is open to all irrespective of marriage or civil partnership.</p>	<p>Reduced access to greenspace activity across age groups.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>We will continue to explore longer term funding opportunities and signpost people to alternative sites/activity where possible</p>
(e)	<p><b>Pregnancy and Maternity</b></p> <p><b>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Pregnancy and Maternity?</b></p>	<p>No specific impacts identified at this time</p>	<p>Reduced access to greenspace activity across age groups.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was</p>

	<p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>		<p>ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>We will continue to explore longer term funding opportunities and signpost people to alternative sites/activity where possible.</p>
	<p><b>Protected Characteristic</b></p>	<p><b>Service Evidence Provided</b></p>	<p><b>Possible negative impact and Additional Mitigating Action Required</b></p>
(f)	<p><b>Race</b></p> <p><b>Could the service change or policy have a disproportionate impact on people with the protected characteristics of Race?</b></p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected <input type="checkbox"/></p>	<p>South Asian women within East Pollokshields represent the majority of participants and will be disproportionately impacted by service end, they predominate across all activity including health walks, garden/growing activity and health promoting food/cooking work.</p> <p>Their experience of poverty, discrimination, marginalisation and loneliness has had compounding impacts on their wellbeing. Many have experienced racism that has made them fearful of participation in</p>	<p>Reduced opportunities to connect and participate in greenspace activities that inform and empower. The protected characteristic of race intersects with sex, social class and experience of poverty to compound barriers to participation.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p>

	<p><b>characteristics</b></p> <p><b>4) Not applicable</b> <input type="checkbox"/></p>	<p>public spaces, they report feelings of isolation, depression, anxiety and health problems related to e.g. menopause, experience of domestic abuse (whether physical, financial or emotional/psychological), disempowerment and low self-esteem. Bespoke programmes of work are delivered within the garden spaces, they offer a positive, supportive environment where women can make connections with others who share their lived experiences, benefit from peer-led support and advice, and build their skills and personal capacity.</p>	<p>We will continue to explore longer term funding opportunities to sustain activity and signpost people to alternative sites/activity where possible.</p>
<p><b>(g)</b></p>	<p><b>Religion and Belief</b></p> <p><b>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Religion and Belief?</b></p> <p><b>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b></p> <p><b>1) Remove discrimination, harassment and victimisation</b> <input type="checkbox"/></p> <p><b>2) Promote equality of opportunity</b> <input type="checkbox"/></p>	<p>South Asian women who are Muslim represent the majority of participants in East Pollokshields. It has taken time to build trust and for women to engage in activities to this extent.</p>	<p>Lack of access to alternative female only space will create barriers for women actively engaged in garden &amp; growing activity.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>We will continue to explore funding</p>

	<p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>		opportunities to sustain activity.
	<b>Protected Characteristic</b>	<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>
(h)	<p><b>Sex</b></p> <p><b>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sex?</b></p> <p><b>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b></p> <p>1) Remove discrimination, harassment and victimisation <input type="checkbox"/></p> <p>2) Promote equality of opportunity <input type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p>	<p>South Asian females from within East Pollokshields will be disproportionately impacted by service end, they predominate across all activity including health walks, garden/growing activity and health promoting food/cooking work. Their experience of poverty, discrimination, marginalisation and loneliness has had compounding impacts on their wellbeing. Many have experienced racism that has made them fearful of participation in public spaces, they report feelings of isolation, depression, anxiety and health problems related to e.g. menopause, experience of domestic abuse (whether physical, financial or emotional/psychological), disempowerment and low self-esteem. Bespoke programmes of work are delivered within the garden spaces, they offer a positive, supportive environment where women</p>	<p>Women will have reduced opportunities to connect and participate in greenspace activities that inform and empower. The protected characteristic of sex intersects with social class and experience of poverty and will compound barriers to participation in greenspace activity.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>Reduced access to greenspace activity across age groups.</p> <p>We will continue to explore longer term funding opportunities and signpost people to alternative sites/activity where possible.</p>



		can make connections with others who share their lived experiences, benefit from peer-led support and advice, and build their skills and personal capacity.	
(i)	<p><b>Sexual Orientation</b></p> <p><b>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sexual Orientation?</b></p> <p><b>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b></p> <p><b>1) Remove discrimination, harassment and victimisation</b> <input type="checkbox"/></p> <p><b>2) Promote equality of opportunity</b> <input type="checkbox"/></p> <p><b>3) Foster good relations between protected characteristics.</b> <input type="checkbox"/></p> <p><b>4) Not applicable</b> <input type="checkbox"/></p>	No specific impacts identified at this time	<p>Reduced access to greenspace activity across age groups.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>We will continue to explore longer term funding opportunities and signpost people to alternative sites/activity where possible.</p>
	<b>Protected Characteristic</b>	<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>

<p>(j)</p>	<p><b>Socio – Economic Status &amp; Social Class</b></p> <p><b>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?</b></p> <p><b>In addition to the above, if this constitutes a ‘strategic decision’ you should evidence due regard to meeting the requirements of the Fairer Scotland Duty (2018). Public bodies in Scotland must actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions and complete a separate assessment. Additional information available here: <a href="https://www.gov.scot/guidance-for-public-bodies">Fairer Scotland Duty: guidance for public bodies - gov.scot (www.gov.scot)</a></b></p>	<p>The WHO review of urban greenspaces and health highlights benefits across the lifespan but particularly for economically deprived communities. We know from research, particularly during the pandemic, that the mental health benefits of greenspace occur where it is closest to home. According to SIMD data, gardens across all 3 sites are in the 5% to 30% most deprived where access to quality, useable greenspace and green health activity is limited.</p>	<p>Closure of/ reduced access to health improving green sites, reduced opportunity to access health improving activity. We will continue to explore funding opportunities to sustain activity.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p>
<p>(k)</p>	<p><b>Other marginalised groups</b></p> <p><b>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 &amp; refugees and travellers?</b></p>	<p>Shields Community Garden has been the locus for engagement with Asylum Seekers &amp; Refugees, including torture survivors. Freedom from Torture have used the garden for several years as a space of sanctuary &amp; healing.</p> <p>Outreach work with organisations providing supported accommodation to women experiencing homelessness and/ or gender based violence.</p>	<p>Participants will lose a safe and inclusive space.</p> <p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p> <p>We will continue to explore funding</p>

			opportunities to sustain activity
8.	<p><b>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?</b></p> <p><b>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</b></p> <p><b>1) Remove discrimination, harassment and victimisation</b> <input type="checkbox"/></p> <p><b>2) Promote equality of opportunity</b> <input type="checkbox"/></p> <p><b>3) Foster good relations between protected characteristics.</b> <input type="checkbox"/></p> <p><b>4) Not applicable</b> <input type="checkbox"/></p>	<p>This EQIA aligns with the IJB Financial Allocations and Budgets 2025-26 paper, being presented to IJB members in March 2025.</p> <p>The current contract comes to an end March '25 and due to budgetary constraints the HSCP will not be going out to tender for this work beyond then. To help sustain the breadth of community capacity building activity delivered and to protect the greenspace infrastructure that has been developed over the past 9 years, including investment in the recently completed Shields Garden Room, we are seeking non-recurring funding as an interim measure while longer term options are explored. Essentially a supportive stop gap so that the infrastructure and engagement is not lost/weakened across the sites. We are working closely with Urban Roots to secure alternative funding.</p>	<p>The current contract comes to an end March '25. Formal advice was issued to Urban Roots on the potential end of contract in October 2024. Work was ongoing in the months previous to this to prepare them for potential end of contract, including support with alternative grant funding applications.</p>
		<b>Service Evidence Provided</b>	<b>Possible negative impact and Additional Mitigating Action Required</b>
9.	<b>What investment in learning has been made to prevent discrimination, promote equality of opportunity and foster good relations between</b>	All Urban Roots employees and subcontractors complete equality and diversity training in line with equality	

<b>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.</b>	legislation and policy.	
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**10. In addition to understanding and responding to legal responsibilities set out in Equality Act (2010), services must pay due regard to ensure a person's human rights are protected in all aspects of health and social care provision. This may be more obvious in some areas than others. For instance, mental health inpatient care or older people's residential care may be considered higher risk in terms of potential human rights breach due to potential removal of liberty, seclusion or application of restraint. However risk may also involve fundamental gaps like not providing access to communication support, not involving patients/service users in decisions relating to their care, making decisions that infringe the rights of carers to participate in society or not respecting someone's right to dignity or privacy.**

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

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

**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\* .**

\*

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

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

- Option 1: No major change (where no impact or potential for improvement is found, no action is required)
- Option 2: Adjust (where a potential or actual negative impact or potential for a more positive impact is found, make changes to mitigate risks or make improvements)
- Option 3: Continue (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified, continue without making changes)
- Option 4: Full mitigation of identified risk not made, decision to continue without objective justification (Lead Reviewer to provide explanatory note here):
- Option 5: Stop and remove (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issues can be addressed)

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

Actions – from the additional mitigating action requirements boxes completed above, please summarise the actions this service will be taking forward.	Date for completion	Who is responsible?(initials)
Reporting to the Greenspace & Biodiversity Committee on block grant spend/activity	Allison Breen	

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

Lead Reviewer:  
EQIA Sign Off:

Name Fiona A Moss  
Job Title Head of Health Improvement & Equalities

Signature   
Date 04/02/2025

Quality Assurance Sign Off:  
(NHSGGC Assessments)

Name A Low  
Job Title Manager, Equality and Human Rights Team  
Signature A Low  
Date 21/02/2025



**Where unmitigated risk has been identified in this assessment, responsibility for appropriate follow-up actions sits with the Lead Reviewer and the associated delivery partner.**

**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:**

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

		Completed	
		Date	Initials
<b>Action:</b>			
<b>Status:</b>			
<b>Action:</b>			
<b>Status:</b>			
<b>Action:</b>			
<b>Status:</b>			
<b>Action:</b>			
<b>Status:</b>			

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

		To be Completed by	
		Date	Initials
<b>Action:</b>			
<b>Reason:</b>			
<b>Action:</b>			
<b>Reason:</b>			

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:

Date submitted:

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