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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. Please refer to the EQIA Guidance Document while completing this form. Please note that prior to starting an EQIA all Lead Reviewers are required to attend a Lead Reviewer training session or arrange to meet with a member of the Equality and Human Rights Team to discuss the process. Please contact alastair.low@ggc.scot.nhs.uk for further details or call 0141 2014560.

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

Glasgow City Integration Joint Board Draft Property Strategy 2023-2026

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

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

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

Glasgow City Integrated Joint Board (IJB) operates in a challenging environment where demand for services is high and the resources and the finances at our disposal to meet this demand are limited. This strategy requires to support delivery of our Strategic Plan ([GCHSCP Strategic Plan 2019-2022](#)) Through strategic asset management Glasgow City Health and Social Care Partnership (GCHSCP) aims to ensure that people within the City receive the best possible experience of health and social care services wherever they live in the City, and whatever their needs and aspirations are. Underpinning this is provision of a fit for purpose, accessible property estate which promotes best value, integrated working, adheres to guidance and legislation, and allows the opportunity to respond and transform to meet service needs and support delivery models to best provide services to the City of Glasgow.

The responsibility and role of the IJB in utilising existing property assets and developing new assets is clearly defined by the Scottish Government: [Scottish Government Financial Planning Guidance for Health and Social Care Integration](#). The IJB currently has a Property Strategy which was approved by in May 2019. The draft strategy builds on this and will cover the period 2022-26 and will be updated following publication of the revised GCHSCP Strategic Plan due for publication in 2023.

The property assets which the IJB uses to deliver services are managed either by Glasgow City Council or NHS Glasgow and Clyde.

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This means that the Property Strategy for Glasgow City IJB does not sit in isolation and must align to policies of both organisations and follow governance processes in relation to property projects.

The scope of the Property Strategy is wide ranging and, like the Strategic Plan, has the potential to impact on every area of the HSCP. The equality principles of the Property Strategy are closely aligned with those of the Strategic Plan and this EQIA should be read alongside the [Strategic Plan EQIA](#). In addition, EQIAs for other relevant Transformation Programmes are available at the following link: [GCHSCP Equality Impact Assessments](#).

The actions and proposals contained in the Property Strategy suggest that there will be multiple positive impacts for service users and patients in Glasgow. New purpose built accommodation adapted to meet the needs of service users, patients and staff is likely to have a positive impact in terms of improved accessibility and improved physical environment. The creation of health and care hubs designed to support more integrated working and the co-location of health and social work staff is also likely to have benefits. It is also possible that the new facilities may contribute to the regeneration of the surrounding area as well as improving access to health and social care services for the local population. Refurbishment of older properties will provide an opportunity to introduce improvements to those properties. All these drivers behind the property strategy are likely to have a positive impact on our contribution to meeting the national health and wellbeing outcomes.

The strategy outlines the principles which the HSCP will take forward as well as projects currently planned or underway. Due to the high level nature of the strategy all changes will be subject to scrutiny. So that while the strategy does not have a negative impact in and of itself each individual current and future proposal is likely to require an EQIA to measure the impact of the specific changes to be introduced. Where an individual EQIA highlights any negative impacts mitigating actions will be identified to address these.

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.)

The Property Strategy aligns to the Strategic Plan which includes the vision and priorities for health and social care in Glasgow, outlining how it will be delivered with our partners in the third and independent sectors. The IJB has a wide ranging transformation agenda, and it is critical that property and accommodation issues are considered when services are being reviewed and developed.

Five key strategic priorities

1. Prevention, early intervention, and harm reduction
2. Providing greater self-determination and choice

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3. Shifting the balance of care
4. Enabling independent living for longer
5. Public protection

The Strategic Plan is also underpinned by the nine National Health and Wellbeing Outcomes and the Property Strategy supports Outcome 9 that Resources are used effectively and efficiently in the provision of health and social care services.

When planning and designing services, we are committed to equalities and human rights legislation, and meeting requirements to eliminate unlawful discrimination, advance equality of opportunity and promote good relations. All service changes/developments in pursuit of achieving the strategic priorities of the HSCP are subject to equality impact assessment, including consideration of Human Rights elements to identify and mitigate negative impacts, understand how best to involve groups in service design and to reduce discrimination in service development and delivery to remove barriers to accessing services or information about them.

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)

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|---|--|
| Name: Gillian Hennon, Head of Finance, GCHSCP | 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):**

| | |
|--|--|
| Amanda Ferguson, Senior Officer, Business Development Lead, GCHSCP | Amanda.Ferguson@glasgow.gov.uk |
| Craig Cowan, Business Development Manager, GCHSCP | Craig.Cowan@glasgow.gov.uk |
| Gillian Hennon, Head of Finance, GCHSCP | Gillian.Hennon@glasgow.gov.uk |
| Margaret Hogg, Assistant Chief Officer, Finance | Margaret.Hogg@glasgow.gov.uk |
| Sharon Wearing, Chief Officer, Finance & Resources | Sharon.Wearing@glasgow.gov.uk |

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| | <i>Example</i> | Service Evidence Provided | Possible negative impact and Additional Mitigating Action Required |
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| <p>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 submitted evidence and an explanation for any protected characteristic data omitted.</p> | <p><i>A sexual health service collects service user data covering all 9 protected characteristics to enable them to monitor patterns of use.</i></p> | <p>Equality information in relation to the properties within the HSCP estate will be collected and updated by the service(s) who access and operate from them. This information would be included in the specification and design of refurbishments and developed if required.</p> | <p>Collection of equalities information could be included in the specification for any property developments or refurbishments to ensure that any potential needs of any service user groups are incorporated, and communication strategies will recognise the need to keep them informed and where required the opportunity to contribute views</p> |

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| <p>2. 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>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p><i>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 introduced with ongoing monitoring of uptake. (Due regard promoting equality of opportunity)</i></p> | <p>Equality information in relation to the properties within the HSCP estate will be collected and updated by the service(s) who access and operate from them. This information would be included in the specification and design of refurbishments and developed if required.</p> | <p>Collection of equalities information could be included in the specification for any property developments or refurbishments to ensure that any potential needs of any service user groups are incorporated, and communication strategies will recognise the need to keep them informed and where required the opportunity to contribute views</p> |

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| <p>3. 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>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p><i>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 related questions to young people. (Due regard to removing discrimination, harassment and victimisation and fostering good relations).</i></p> | <p>Lessons learned opportunities from previous property developments and refurbishments and research from developments elsewhere in the country.</p> | <p>Ensure that there are clear evaluation criteria outlined through any property projects to ensure that it can be followed up post completion and inform future works.</p> |

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| <p>4. Can you give details of how you have engaged with equality groups with regard to the service review or policy development? What did this engagement tell you about user experience and how was this information used?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p><i>A money advice service spoke to lone parents (predominantly women) to better understand barriers to accessing the service. Feedback included concerns about waiting times at the drop in service, made more difficult due to child care issues. As a result the service introduced a home visit and telephone service which significantly increased uptake.</i></p> <p><i>(Due regard to promoting equality of opportunity)</i></p> <p><i>* The Child Poverty (Scotland) Act 2017 requires organisations to take actions to reduce poverty for children in households at risk of low incomes.</i></p> | <p>The property strategy document is a high level strategy and consultation and engagement would be project specific.</p> | <p>Ensure the equality groups are identified as stakeholders and involved in any communication and engagement.</p> <p>Ensure clear evaluation criteria is established from the outset of project and follow up feedback is undertaken post completion</p> |

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| <p>5. Is your service physically accessible to everyone? If this is a policy that impacts on movement of service users through areas are there potential barriers that need to be addressed?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input checked="" type="checkbox"/></p> <p>4) Not applicable <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 victimisation).</i></p> | <p>Any projects within the Property Strategy will adhere to statutory guidance and legislation, as well as the policies and procedures of NHS Greater Glasgow and Clyde and Glasgow City council to ensure that accessibility is incorporated.</p> | <p>Accessibility requirements and statutory and legislative requirements will be included in all project briefs.</p> <p>Groups impacted will be engaged with as a key stakeholder.</p> |

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| | <i>Example</i> | Service Evidence Provided | Possible negative impact and Additional Mitigating Action Required |
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| <p>6. How will the service change or policy development ensure it does not discriminate in the way it communicates with service users and staff?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p><i>Following a service review, an information video to explain new procedures was hosted on the organisation's YouTube site. This was accompanied by a BSL signer to explain service changes to Deaf service users.</i></p> <p><i>Written materials were offered in other languages and formats.</i></p> <p><i>(Due regard to remove discrimination, harassment and victimisation and promote equality of opportunity).</i></p> | <p>The property strategy document is a high level strategy and consultation, and engagement would be project specific.</p> | <p>Any property developments arising from the strategy will have an appropriate communication and engagement strategy and will ensure that it is tailored to recognise groups who may be affected</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

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| 7 | Protected Characteristic | Service Evidence Provided | Possible negative impact and Additional Mitigating Action Required |
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| (a) | <p>Age</p> <p>Could the service design or policy content have a disproportionate impact on people due to differences in age? (Consider any age cut-offs that exist in the service design or policy content. You will need to objectively justify in the evidence section any segregation on the grounds of age promoted by the policy or included in the service design).</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p>The activity outlined in the Property Strategy is likely to improve the health and social care outcomes of Glasgow citizens of all ages. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified. This will lead to services that are responsive to the needs of stakeholders, patients, and staff of all ages.</p> <p>Through effective equality impact assessment GCHSCP will promote the development and delivery of services that are accessible and responsive to the needs of citizens of all ages.</p> <p>It is probable that Older People will be positively impacted by increased accessibility to services. Having integrated health and social care facilities in the three localities will benefit those who would otherwise need to attend separate venues to have their needs met.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (b) | <p>Disability</p> <p>Could the service design or policy content have a disproportionate impact on people due to the protected characteristic of disability?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p>The activity outlined in the Property Strategy is likely to improve the health and social care outcomes of the estimated 12.8% of Glasgow citizens whose day to day activities are limited and 7.8% who have disabilities. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified.</p> <p>This will lead to services that are responsive to the needs of stakeholders, patients and staff with disabilities. Through effective equality impact assessment GCHSCP will promote elimination of such discrimination in service development and delivery for people with disabilities and ensure a person's disability is not a barrier to accessing services.</p> <p>It is probable that people with disabilities will be positively impacted by and benefit from increased accessibility to services. Having integrated health and social care facilities in the three localities will benefit those who would otherwise need to attend separate venues to have their needs met.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (c) | <p>Gender Identity</p> <p>Could the service change or policy have a disproportionate impact on people with the protected characteristic of gender identity?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment, and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p>The activity outlined in the Property Strategy is likely to benefit the health and social care outcomes of Glasgow citizens, irrespective of gender status. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified.</p> <p>Through effective equality impact assessment GCHSCP will promote equality of access to services amongst all groups.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (d) | <p>Marriage and Civil Partnership</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Marriage and Civil Partnership?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>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 activity outlined in the Property Strategy is likely to improve the health and social care outcomes of citizens in marriage and civil partnerships. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified.</p> <p>This will lead to services that are responsive to the needs of stakeholders, patients and staff in marriage and civil partnerships. Section 5.B of the Strategic Plan EQIA highlighted the lack of empirical evidence regarding the discrimination and inequalities faced by same-sex couples entering a civil partnership. Through effective equality impact assessment GCHSCP will promote the development and delivery of services that are accessible and responsive to the needs of citizens in marriage and civil partnerships.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (e) | <p>Pregnancy and Maternity</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Pregnancy and Maternity?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p>The activity outlined in the Property Strategy is likely to improve the health and social care outcomes of citizens that are pregnant and on maternity leave. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified.</p> <p>This will lead to services that are responsive to the needs of stakeholders, patients and staff that are pregnant and on maternity leave. Section 5.B of the Strategic Plan EQIA highlighted that health care experiences and outcomes can differ for pregnant women, particularly when combined with having a baby at a young age. Through effective equality impact assessment GCHSCP will promote the development and delivery of services that are accessible and responsive to the needs of citizens who are pregnant or on maternity leave</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (f) | <p>Race</p> <p>Could the service change or policy have a disproportionate impact on people with the protected characteristics of Race?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input 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 activity outlined in the Property Strategy is likely to benefit the health and social care outcomes of Glasgow citizens, irrespective of ethnic group. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified. This will lead to services that are responsive to the needs of stakeholders, patients, and the staff and from Black and Minority Ethnic communities.</p> <p>Through effective equality impact assessment GCHSCP will promote elimination of such discrimination in service development and delivery, irrespective of ethnic group and will ensure that ethnic group is not a barrier to accessing services or information about them.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (g) | <p>Religion and Belief</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Religion and Belief?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input checked="" type="checkbox"/></p> <p>3) Foster good relations between protected characteristics. <input checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p>The activity outlined in the Property Strategy is likely to improve the health and social care outcomes of Glasgow citizens with religious beliefs and non-belief. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified. This will lead to services that are responsive to the needs of stakeholders, patients and staff with religious beliefs and non-belief. Section 5.B highlighted the complexity and cross-cutting and relationships between religious prejudice and other protected characteristics.</p> <p>Through effective equality impact assessment GCHSCP will promote consideration of this to seek elimination of discrimination in service development and delivery for people based on their religious beliefs.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (h) | <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 checked="" type="checkbox"/></p> <p>4) Not applicable <input type="checkbox"/></p> | <p>The activity outlined in the Property Strategy is likely to benefit the health and social care outcomes of Glasgow citizens, irrespective of sex. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified.</p> <p>This will lead to services that are responsive to the needs of men, women and non-binary stakeholders, patients and staff.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (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>Property Strategy is likely to improve the health and social care outcomes of LGBT citizens. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified.</p> <p>This will lead to services that are responsive to the needs of LGBT stakeholders, patients and staff. Section 5.B highlighted the higher health risks, isolation, prejudice and discrimination within social care</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| (i) | <p>Socio – Economic Status & Social Class</p> <p>Could the proposed service change or policy have a disproportionate impact on the 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 in strategic planning. You should evidence here steps taken to assess and mitigate risk of exacerbating inequality on the ground of socio-economic status.</p> | <p>The activity outlined in the Property Strategy is likely to improve the health and social care outcomes of citizens from all socio-economic backgrounds. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified. This will lead to services that are responsive to the needs of stakeholders, patients, and staff from all socio-economic backgrounds. Through effective equality impact assessment GCHSCP will promote the development and delivery of services that are accessible and responsive to the needs of citizens from all socio-economic backgrounds.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services.</p> <p>There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</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 activity outlined in the Property Strategy is likely to improve the health and social care outcomes of citizens from marginalised groups. All change activity will involve carrying out EQIAs to measure impact and identify actions required to mitigate any negative impacts identified. This will lead to services that are responsive to the needs of stakeholders, patients and staff from marginalised groups.</p> <p>Through effective equality impact assessment GCHSCP will promote the development and delivery of services that are accessible and responsive to the needs of citizens from marginalised groups.</p> | <p>In general, people with protected characteristics can be negatively impacted by changes to services. There is no information as yet in relation to specific negative impacts as a result of any of the activity contained within the Property Strategy.</p> <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |

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| | Protected Characteristic | Service Evidence Provided | Possible negative impact and Additional Mitigating Action Required |
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| 8. | <p>Does the service change or policy development include an element of cost savings? How have you managed this in a way that will not disproportionately impact on protected characteristic groups?</p> <p>Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).</p> <p>1) Remove discrimination, harassment and victimisation <input checked="" type="checkbox"/></p> <p>2) Promote equality of opportunity <input 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 strategy will require investment but will look to maximise the efficient use of resources. Any reduction in cost compared with current costs would not be expected to result in a reduction of service and the property strategy is aimed at enhancing and improving the use of the property estate to support service delivery.</p> | <p>Through effective planning and EQIAs any negative impacts will be identified early in the process and actions identified to mitigate these will be included in the associated planning.</p> |
| 9. | <p>What investment in learning has been made to prevent discrimination, promote equality of opportunity and foster good relations between protected characteristic groups? As a minimum include recorded completion rates of statutory and mandatory learning programmes (or local equivalent) covering equality, diversity and human rights.</p> | <p>Any property developments or refurbishments would include a requirement to adhere to continuous assessment and adherence to all applicable policies in relation to the promotion of equality, diversity and human rights, and monitoring this would be part of the ongoing management of the commissioned service.</p> | <p>Procurement and specifications should ensure a comprehensive suite of data collection for the purposes of equality monitoring, including training.</p> |

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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.

No risks in relation to any potential service and/or policy redesign were identified which could impact on the human rights of patients, service users or staff, have been identified.

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.

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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)**

| | | |
|--|--|--|
| | | |
|--|--|--|

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

| |
|--|
| |
|--|

**Lead Reviewer:
EQIA Sign Off:**

**Name
Job Title
Signature
Date**

Once complete please e-mail a copy of the assessment to alastair.low@ggc.scot.nhs.uk for quality assurance (QA). Please note QA offers advice on content and is an optional process for HSCPs who can proceed directly to publication if required.

Quality Assurance:

**Name
Job Title
Signature
Date**

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**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:

| |
|--|
| |
|--|

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

| | | Completed | |
|----------------|--|-----------|----------|
| | | Date | Initials |
| Action: | | | |
| Status: | | | |
| Action: | | | |
| Status: | | | |
| Action: | | | |
| Status: | | | |
| Action: | | | |
| Status: | | | |

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

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

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

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

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

| | |
|---------|--|
| Action: | |
| Reason: | |
| Action: | |
| Reason: | |

Please write your next 6-month review date

| |
|--|
| |
|--|

Name of completing officer:

Date submitted:

Please email a copy of this EQIA to alastair.low@ggc.scot.nhs.uk or send to Equality and Human Rights Team, NHS Greater Glasgow and Clyde, JB Russell House, Gartnavel Royal Hospitals Site, 1055 Great Western Road, G12 0XH. Tel: 0141-201-4817.

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