

NHS Greater Glasgow and Clyde Equality Impact Assessment Tool

Equality Impact Assessment is a legal requirement as set out in the Equality Act (2010) and the Equality Act 2010 (Specific Duties)(Scotland) regulations 2012 and may be used as evidence for cases referred for further investigation for compliance issues. Evidence returned should also align to Specific Outcomes as stated in your local Equality Outcomes Report. Please note that prior to starting an EQIA all Lead Reviewers are required to attend a Lead Reviewer training session or arrange to meet with a member of the Equality and Human Rights Team to discuss the process. Please contact Equality@ggc.scot.nhs.uk for further details or call 0141 2014560.

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

Glasgow City Health and Social Partnership , Justice Services, Glasgow Justice Framework Tender

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

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

The Glasgow City HSCP has approved the decision to award a contract by open competitive framework tender for Glasgow Justice Services. The Community Justice (Scotland) Act 2016 ("the 2016 Act") established new arrangements for the delivery of Community Justice from 1st April 2017 (previously delivered by 8 Community Justice Authorities) which still applies to date. Fundamental to the approach is local planning and delivery of services on a partnership basis by local authority area. The Act also established a new national body, Community Justice Scotland (CJS) to provide an independent professional assurance to Scottish Ministers on the collective achievement of community justice outcomes, and to work towards developing a hub for community justice innovation, learning and development. The Criminal Procedure (Scotland) Act 1995 specifies the statutory duties and obligations of the Council in relation to criminal justice requirements. The Council has a Statutory Duty to provide supervision, monitoring and ongoing support to people with highly complex and often challenging needs and behavioural profiles involved in the Criminal Justice system. Criminal Justice directly provided and purchased services are delivered in Glasgow under the auspices of the Glasgow City Health and Social Care Partnership (GCHSCP) Social Work Services, governed by the Glasgow City Integrated Joint Board (IJB). Directly provided Justice services are delivered by Social Work staff in each of the locality areas and also within discrete Prison, Court and city-wide specialist teams. These teams deliver key statutory requirements including supervision and monitoring of individuals, including restrictions where applicable and support individuals to access support services where appropriate. Public Protection is at the forefront of justice services. Teams work to ensure that people, particularly the most vulnerable, are kept safe from harm and that risks to individuals or groups are identified and managed appropriately. Purchased justice services complement and support the Council / IJB in meeting their statutory obligations through the provision of additional support and monitoring services in the community.

The purpose of this Tender is to deliver modern, fit for purpose purchased services that reflect the changing criminal justice environment and progress made to date in addressing criminal behaviours and reducing reoffending. The tender has also anticipated the shift in criminal

justice legislative and policy approaches that will result in more people supported through community-based disposals than custodial responses. It was recognised that there was a need to promote innovation and deliver revised/improved service models and approaches to better reflect changing needs and service priorities.

The Service Specification for the Justice Framework Tender is explicit in its promotion of equality. Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the criminal justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, such as:

- homelessness
- lack of education and employment
- unsupported home or family environments
- being vulnerable to social isolation, harm or exploitation
- pregnancy
- affected by gender-based violence
- issues around gender or sexual orientation
- suffering effects of religious, racial, gender based or other discrimination
- language support and communication support needs due to literacy or language barriers
- mental health needs
- young people, some of whom will have had experience of being looked after and accommodated.

In particular, in respect of Equalities, the Service Specification specifies that: The Services will be inclusive, culturally appropriate and accessible. Care should be anticipatory to meet the needs of those with protected characteristics (defined within the Equality Act 2010) rather than reactive. There will be clear processes outlining how the Services will be delivered to service users with additional needs, such as, physical, sensory or learning disabilities and service users who do not speak or read English, including access to interpreting services when required. Activity and materials used to promote the Services will be appropriate for those from protected characteristic groups.

Specific needs due to protected characteristics will be identified by the Provider and they will make appropriate adjustments to the delivery of the Services. This will include developing strategies to engage specific groups of service users, such as, women, pregnant women, individuals from Black and minority ethnic communities, LGBT communities, and individuals with disabilities. Monitoring of the uptake of specific groups of service users will be in line with the requirements of the Equality Act 2010.

Who is the lead reviewer and when did they attend Lead reviewer Training? (Please note the lead reviewer must be someone in a position to authorise any actions identified as a result of the EQIA)

Name: Lynsey Smith (Head of Services-Justice)	Date of Lead Reviewer Training:
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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):

Phil Stevenson (Principal Officer), Angela Dowdalls (Service Manager-Commissioning)

		<i>Example</i>	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
1.	What equalities information is routinely collected from people currently using the service or affected by the policy? If this is a new service proposal what data do you have on proposed service user groups. Please note any barriers to collecting this data in your submitted evidence and an explanation for any protected characteristic data omitted.	<i>A sexual health service collects service user data covering all 9 protected characteristics to enable them to monitor patterns of use.</i>	Monitoring of the uptake of specific groups of service users will be in line with the requirements of the Equality Act 2010 for all characteristics.	Profile data relating of individuals involved in the justice system will be collected and monitored as part of the contract management of the service. Information on equality groups will be available during the operation of the Contract.
		<i>Example</i>	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
2.	Please provide details of how data captured has been/will be used to inform policy content or service	<i>A physical activity programme for people with long term conditions reviewed service user</i>	As per the contract there will be a requirement to provide this as part of the contract monitoring process which will be monitored.	Provider(s) must evidence in their tender submission how they will gather and collate outcomes and equalities data.

	design. Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	<i>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>	This information could be used to identify under-represented groups.	Providers must also evidence their awareness of their responsibilities in respect of Equality considerations and will be committed to delivering a Service that is fair and equitable. They must recognise the need for cultural awareness and sensitivity from their workers, Through regular contract monitoring and feedback from Providers, any changes requiring to be made to the service, including processes, modes of delivery or targeting of resources, can be evidenced. Specific needs due to protected characteristics will be identified by the Provider and they will be required to make appropriate adjustments to the delivery of the Service. This will include developing strategies to engage specific groups. Monitoring of the access of specific groups accessing the Service will be in line with the requirements of the Equality Act 2010.
		Example	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
3.	How have you applied	<i>Looked after and</i>	The Invitation to Tender is a technical document	

	learning from research evidence about the experience of equality groups to the service or Policy? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics ☐ 4) Not applicable ☐	<i>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>	outlining the tendering process, however, in equality impacting this document, the following specific legislations and policy drivers are relevant: • The Equality Act 2010 (General Duties) • Human Rights Act 1998 and the Equality and Human Rights Commission • Procurement and the public sector equality duty: A guide for public authorities (Scotland) 2013 • The Management of Offenders etc. (Scotland) Act 2005 • The Community Justice (Scotland) Act 2016 • Criminal Procedure (Scotland) Act 1995 • Criminal Justice and Licensing (Scotland) Act 2010 • The Public Bodies (Joint Working)(Scot) Act 2014	
		Example	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
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	<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</i>	Specific needs due to protected characteristics will be identified by the Provider and they will make appropriate adjustments to the delivery of the Services. This will include developing strategies to engage specific groups of service users, such as, women, pregnant women, individuals from Black and minority ethnic communities, LGBT communities, and individuals with disabilities.	The Service Specification and ITT, along with the scoring process will require Providers to consult and engage and to seek views and feedback

	used? The Patient Experience and Public Involvement team (PEPI) support NHSGGC to listen and understand what matters to people and can offer support. Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics ☐ 4) Not applicable ☐	<i>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> <i>(Due regard to promoting equality of opportunity)</i> <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>	Specification was developed in consultation with lived experienced and users of the service. The providers part of the registration and contract conditions requires ongoing feedback/complaints and compliments mechanisms as part of service delivery.	
		Example	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
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?	<i>An access audit of an outpatient physiotherapy department found that users were required to negotiate 2 sets of heavy manual pull doors to access the service. A</i>	As much as and were possible, disabled access will be provided. Providers will be required to look at any reasonable adjustment to meet these criteria and for any building will meet minimum standards. Ongoing support will be given to providers to achieve this.	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of children, young people, and families including those with

	Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	<i>request was placed to have the doors retained by magnets that could deactivate in the event of a fire. (Due regard to remove discrimination, harassment and victimisation).</i>		neurodiversity / additional support needs, physical, sensory, or learning disabilities, and for those whom English is not their first language (which may require provision of interpreting services when required).
		Example	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
6.	How will the service change or policy development ensure it does not discriminate in the way it communicates with service users and staff? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination,	<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> <i>Written materials were offered in other languages and formats.</i>	There will be clear processes outlining how the Services will be delivered to service users with additional needs, such as, physical, sensory or learning disabilities and service users who do not speak or read English, including access to interpreting services when required. Activity and materials used to promote the Services will be appropriate for those from protected characteristic groups.	The Service Specification will outline the need for clear communication between the various stakeholders / partners involved. Provider(s) must evidence in their tender submission how they will work with partners to continuously develop the service and how they will gather the views and feedback

	harassment and victimisation 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics ☐ 4) Not applicable ☐ 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.	<i>(Due regard to remove discrimination, harassment and victimisation and promote equality of opportunity).</i>		
7	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required	
(a)	Age 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).	The Service Specification for the Justice Framework Tender is explicit in its promotion of equality. Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the criminal justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs,	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.	

	Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	including; young people, some of whom will have had experience of being looked after and accommodated. The Service Specification notes that: The Prisons Inspectorate in Scotland has reported on the challenge for the prison service of an ageing profile of the prison population (HMS Inspector of Prison, 2014) - providers should therefore develop services to meet the needs of the significant numbers of older people who come into contact with the criminal justice system.	
(b)	Disability Could the service design or policy content have a disproportionate impact on people due to the protected characteristic of disability? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	Improved access to services that have a strategy in place to meet the needs of people with protected characteristics. Support and signposting into generic and specialist health services. E.g., Mental Health services. Profile data relating of individuals involved in the justice system will be collected and monitored as part of the contract management of the service. Information on disability will be available during the operation of the Contract. Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the criminal justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, such as language support and communication support needs due to literacy or language barriers.	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.

		Access to Interpreters and alternative formats should be made available for the service user, where needed.	
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(c)	Gender Reassignment Could the service change or policy have a disproportionate impact on people with the protected characteristic of Gender Reassignment? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics ☐ 4) Not applicable ☐	Individuals involved in the justice system. Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, including; • affected by gender-based violence • issues around gender • suffering effects of gender-based discrimination Where appropriate service providers will be referred to the Equality and Human Rights Commission guidance for Separate and single-sex service providers.	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(d)	Marriage and Civil Partnership Could the service change or policy have a disproportionate impact on the people with the	Profile data relating of individuals involved in the justice system will be collected and monitored as part of the contract management of the service. Information on marriage and civil partnership status	

	protected characteristics of Marriage and Civil Partnership? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics ☐ 4) Not applicable ☐	will be available during the operation of the Contract.	
(e)	Pregnancy and Maternity Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Pregnancy and Maternity? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	Individuals involved in the justice system. Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, including pregnancy. Profile data relating of individuals involved in the justice system will be collected and monitored as part of the contract management of the service. Information on females who are pregnant or have maternity requirements will be available during the operation of the Contract.	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.

	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(f)	Race Could the service change or policy have a disproportionate impact on people with the protected characteristics of Race? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics ☐ 4) Not applicable ☐	Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, including; suffering racial discrimination, language support and communication support needs due to literacy or language barriers This will include developing strategies to engage specific groups of service users, such as individuals from Black and minority ethnic communities Profile data relating of individuals involved in the justice system will be collected and monitored as part of the contract management of the service. Information on Race will be available during the operation of the Contract. Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the criminal justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, such as language support and communication support needs due to literacy or	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.

		language barriers. Access to Interpreters and alternative formats should be made available for the service user, where needed.	
(g)	Religion and Belief Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Religion and Belief? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the criminal justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, including; suffering religious discrimination. Profile data relating of individuals involved in the justice system will be collected and monitored as part of the contract management of the service. Information on Religion and Belief will be available during the operation of the Contract.	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(h)	Sex Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sex? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).	The new 2023 Justice Framework will implement a Female only service for up to 8 women involved in the Justice system. The aim of the service is to improve Access to services, safety, reducing offending behaviours, resettlement, improving outcomes and promoting independence. Both men and women are impacted upon by the Criminal Justice system. For example, in 2016 – 2017, 14% of Community Payback Orders in	The decision to remove the Dick Stewart Service (male only service) from the 2023 Justice Framework will have an impact on access to community accommodation services for long term male prison releases. A decision has been made to support these male service

	1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	Glasgow, were being undertaken by women. In 2016 – 2017 there were 8,888 recorded incidents of domestic abuse recorded in Glasgow. For figures in Scotland as a whole, where gender was recorded, 79% of incidents had a female victim and a male accused. The services being developed will have a focus on equality that will include developing strategies to engage specific groups of service users, such as, women. Service requirements clearly stipulate that: The Provider must have an understanding of the complex needs associated with the majority of service users involved in the criminal justice system, and potential service users who may be subject to compulsion and restriction orders (CORO), who will present with a range of issues and varying levels of support needs, including; affected by gender-based violence, issues around gender, suffering effects of gender based discrimination Profile data relating of individuals involved in the justice system will be collected and monitored as part of the contract management of the service. Information on the sex of clients will be available during the operation of the Contract.	users within the Justice Tenancy Sustainment Service with additional community-based specialist service provision. There are a range Justice Services which will continue to be available for men. Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.
(i)	Sexual Orientation Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sexual Orientation? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes).	The Service Specification requires that: Specific needs due to protected characteristics will be identified by the Provider and they will make appropriate adjustments to the delivery of the Services. This will include developing strategies to engage specific groups of service users, such as, LGBT communities. Profile data relating of individuals involved in the	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.

	1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	justice system will be collected and monitored as part of the contract management of the service. Information on the sexual orientation of clients will be available during the operation of the Contract.	
	Protected Characteristic	Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required
(j)	Socio – Economic Status & Social Class 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? The Fairer Scotland Duty (2018) places a duty on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage when making <u>strategic</u> decisions. If relevant, you should evidence here what steps have been taken to assess and mitigate risk of exacerbating inequality on the ground of socio-economic status. Additional information available here: Fairer Scotland Duty: guidance for public bodies - gov.scot (www.gov.scot) Seven useful questions to consider when seeking to demonstrate ‘due regard’ in relation to the Duty: 1. What evidence has been considered in preparing for the decision, and are there any gaps in the evidence?	In 2016 – 2017, 72.3% of those undertaking Community Payback Orders, were Unemployed, or Economically Inactive. Source: Criminal Justice Social Work Statistics in Scotland: 2016-17 The Service Specification states that the Provider will evidence the outcomes that are being achieved by service users. The Provider will deliver and report on the following outcomes which are linked to Community Justice Glasgow’s Plan: • staff are able to support service users with complex issues, independently, and where required, in partnership with other specialist services • service users are effectively complying with court orders • service users are completing counselling and behaviour courses • service users have improved life skills • physical, mental and emotional health and wellbeing is improved for service users, and they are engaged in healthy activities, attending relevant health appointments and managing their health	Provider(s) must evidence in their tender submission how they will deliver the service to meet the needs of people.

	2. What are the voices of people and communities telling us, and how has this been determined (particularly those with lived experience of socio-economic disadvantage)? 3. What does the evidence suggest about the actual or likely impacts of different options or measures on inequalities of outcome that are associated with socio-economic disadvantage? 4. Are some communities of interest or communities of place more affected by disadvantage in this case than others? 5. What does our Duty assessment tell us about socio-economic disadvantage experienced disproportionately according to sex, race, disability and other protected characteristics that we may need to factor into our decisions? 6. How has the evidence been weighed up in reaching our final decision? 7. What plans are in place to monitor or evaluate the impact of the proposals on inequalities of outcome that are associated with socio-economic disadvantage? ‘Making Fair Financial Decisions’ (EHRC, 2019)²¹ provides useful information about the ‘Brown Principles’ which can be used to determine whether due regard has been given. When engaging with communities the National Standards for Community Engagement²² should be followed. Those engaged with should also be advised subsequently on how their contributions were factored into the final decision.	conditions • service users are engaged in meaningful activities, including, social activities and where appropriate, pre-employment and employment activity • the number of service users reoffending is reduced year on year	
(k)	Other marginalised groups 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	This service is specifically targeted at supporting ex-offenders. It is anticipated that it will have a positive impact. Including, Improved access to services that have a strategy in place to meet the needs of people with protected characteristics. Including skills and health-based inputs, which will offer support to	

	seekers & refugees and travellers?	employability and improved health.	
8.	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? Your evidence should show which of the 3 parts of the General Duty have been considered (tick relevant boxes). 1) Remove discrimination, harassment and victimisation ☐ 2) Promote equality of opportunity ☐ 3) Foster good relations between protected characteristics. ☐ 4) Not applicable ☐	Yes, there is an element of savings included within the Lot for Women Residential Justice services. There have been many developments within the HSCP to respond to the needs of the female population involved in the Justice services. The current residential model has been established for a number of years offering short term residential support. As the service is only temporary, there has been a range of services developed around this model. These services have evolved and have demonstrated improved outcomes for women, with more choice and flexibility to respond to changing needs of this protected group. Models of support available from: Tomorrow's Women Glasgow, the Woman only Glasgow Drug Court , Women's Court problem solving sessions and Alcohol and Drug crisis and recovery residential placements, provide a wider range of options for this identified population. The continuation of the Tenancy Sustainment further enhances the models of support available for women in the justice system, promoting a return to and maintaining a tenancy. Additionally, specific service for mothers has expanded, along with continued funding for Gender based violence services for women across GCHSCP. The wide range of commissioned services and third sector involvement demonstrate there is no disproportionate impact to this protected characteristic group.	
		Service Evidence Provided	Possible negative impact and Additional Mitigating Action Required

9.	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.	Training requirement specified in the Contract.	As part of the tender process, Providers bidding for this contract will be required to provide a written response to a question about their approach to equalities. These responses will be evaluated and form part of the overall score that determines whether a Provider is successful in their bid. Providers will be required to submit a copy of their policies in relation to Equalities.
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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.

This service meets all national policy/strategy.

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* .

This service meets all national policy/strategy. PANEL and FAIR duties were applied during the development of the Service Specification.

*

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

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

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

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)

Individuals accessing Justice Service under this Framework will implement template to capture equalities data. This data will be used to provide information on :

- Gender
- Age
- Sex
- Race
- Religion
- Disability
- Sexual orientation
- Married /Civil partnership status

6 monthly collection

Senior Officer

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

30th June 2024

Lead Reviewer:

Name

Maureen McMaster

EQIA Sign Off:

Job Title

Principal Officer

Signature

M McMaster

Date

24/10/23

Quality Assurance Sign Off:

Name

Alastair Low

Job Title	Planning Manager
Signature	
Date	23/01/2024

**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:			

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