

Appendix 1 EQUALITY IMPACT ASSESSMENT FORM

This form is to be used in conjunction with the Equality Impact Assessment Guidelines. Please refer to these before starting; if you require further guidance contact

Section 1: Policy/Function/Decision (PFD) Details	
A PFD is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for.	
Name of PFD:	Self –assessment template ‘Addressing Teenage Pregnancy’
Lead Department & other departments/ partners involved:	West Dunbartonshire CHCP on behalf of West Dunbartonshire Community Planning Partnership Sexual Health Strategy Group
Responsible Officer	Soumen Sengupta, Terry Lanagan
Impact Assessment Team	West Dunbartonshire Community Planning Partnership Sexual Health Strategy Group.
Is this a new or existing PFD?	New
Start date: (the assessment should be started prior to PFD development/drafting or at the early stages of review): December 2012	
End date (this should allow for the assessment to inform decision-making):	
What are the main aims of the PFD ?	To undertake self-assessment, utilising quality dimensions to track progress and areas for improvement
Who are the main target groups/ who will be affected by the PFD ?	Young people
Relevance (of PFD to the general equality duties and equality groups, also record if there is no relevance giving reasons/ evidence)	
Yes: Relevant as this policy is about public service delivery	
	If yes, complete all sections, 2-9
	If no, complete only sections 8-9
	If don't know, complete sections 2& 3 to help assess relevance

Section 2: Evidence	
Please list the available evidence used to assess the impact of this PFD, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.	
Available evidence:	
Consultation/ Involvement with community, including individuals or groups or staff as relevant	<p>Wide consultation on Looked after and Accommodated Children (LAAC) Sexual Health and Relationship Guidance and West Dunbartonshire Relationships, Sexual Health and Parenthood Education Policy.</p> <p>Information collated from 2 Consultation events held in West Dunbartonshire with children & young people and staff on LAAC Sexual Health and Relationship Guidance.</p> <p>Respect & Responsibility Strategy Parental consultations/Surveys undertaken across NHS GG & C.</p>
Research and relevant information	<p>Policy direction aims to improve sexual health outcomes by supporting the most vulnerable within communities and adopting an outcome based approach with a strong focus on challenging inequalities, priority area ‘fewer unintended pregnancies’.</p> <p>Higher teenage pregnancy rates are linked to deprivation, National NHS Information Services Division (ISD) data demonstrates higher teenage pregnancy rates within Scotland compared to England and Wales, hence national priority.</p> <p>Scottish Government (2011) The Sexual Health and Blood Borne Virus Framework 2011 – 15.</p> <p>Learning and Teaching Scotland (LTS) (2011) Reducing Teenage Pregnancy: Guidance and self-assessment tool. Learning and Teaching Scotland.</p> <p>ISD (2012) Scotland: Teenage Pregnancy – Year ending 31st December 2010.</p>
Officer knowledge	Officers involved in EQIA have substantial knowledge of sexual health policies and local and board wide sexual health services. Officers have also undertaken EQIA training from both NHS Greater Glasgow and Clyde and West Dunbartonshire Council.

Equality Monitoring information – including service and employee monitoring	West Dunbartonshire Council and NHS Greater Glasgow and Clyde both report on and publish this data on an annual basis. Both organisations also monitor its employees by disability, gender and age.
Feedback from service users, partner or other organisation as relevant	Members of the Children and Families Strategy Group, WD Sexual Health Strategy Group, sub groups and key partners were consulted on the development of the 'Addressing Teenage Pregnancy' template. Young people were consulted on the development of the both policies.
Other	
Are there any gaps in evidence? Please indicate how these will be addressed	
Gaps identified	Need to review and access other sources of local sexual health data e.g. GP Practice contraception uptake data The need to finalise WD under 16 sexual activity protocol. Review RSHPE provision within further education setting Lack of detail on impact of teenage pregnancy on some groups for example on Gypsy travellers, BME communities. Service provision to be reviewed (condom providers, sexual health services).
Measure to address these	Encouraging the sharing of information and data at local and national level. Next steps will be endorsed by community planning partners within priority group Children and Families. Implement CPP Teenage Pregnancy Action Plan (performance/outcomes will be measured via WDCHCP Strategic Plan). Due to small numbers of Minority Ethnic population in West Dunbartonshire there is a need to ensure work around teenage pregnancy is targeted more effectively.
<i>Note: Link to Section 6 below Action Plan to address any gaps in evidence</i>	

Section 3: Involvement and Consultation

Include involvement and consultation relevant to this PFD, including what has already been done and what is required to be done, how this will be taken and results of the consultation.

Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.

Details of consultations	Dates	Findings	Characteristics
Consultation and reviews of NHS GG & C consultations with Parents around Sexual Health Work	2009	Parental consultations/Surveys undertaken across NHS GG & C). Consideration of previous consultations with young people, parents/carers, teachers and other stakeholders.	Race, Sex, Gender reassignment, disability, age, religion/belief, sexual orientation, civil partnership/marriage, pregnancy/maternity.
Information collated from 2 Consultation events held in West Dunbartonshire with children & young people and staff on LAAC Sexual Health and Relationship Guidance. Respect & Responsibility Strategy Parental consultations/Surveys undertaken across NHS GG & C. Wide consultation on LAAC Sexual Health and Relationship Guidance and West Dunbartonshire Relationships, Sexual Health and Parenthood Education Policy.	2010 – 2011	Policies reviewed in line with responses. Curriculum developed and reviewed as consultation process progressed. Mapping and Scoping - from all 'quality dimension' areas of nationally developed annual self assessment tool evidence of current performance high around addressing teenage pregnancy, areas for action identified.	
	2010	There is a need to benchmark performance and review quality indicators annually in line with OPR processes.	
	2010-2012	It is known that some parents request children to be withdrawn from certain aspects of sexual health curricular programmes from minority ethnic communities.	
Focus groups with Teaching staff	2012	Parental information on RSHPE is available in different	
	2012		

Curricular programme evaluations undertaken with pupils and staff		languages.	
Writing Group			
Mapping and scoping exercise 'Addressing Teenage Pregnancy' undertaken with key stakeholders	2012/13	Areas for action identified.	

Note: Link to Section 6 below Action Plan

Section 4: Analysis of Positive and Negative Impacts

Protected Characteristic	Positive Impact	Negative Impact	No impact
Race	The template sets out a requirement to take account of ethnic influences within addressing teenage pregnancy	Due to the small numbers of Minority Ethnic population in West Dunbartonshire there is a need to target more effectively to ensure policy adherence.	
Sex	The template and work on teenage pregnancy will impact positively on the life chances of women particularly teenaged women.	.	
Gender Re-assignment	N/A	N/A	
Disability	The template scopes out the support available and additional needs of individual children & young people who have additional support needs are met through the RHSPE curriculum.	.	
Age	This template and topic content focuses on the prevention of unintended pregnancies during teenage years, specifically under 16 and under 19. The holistic approach will also have a positive		

	effect on women in older age groups.		
Religion/ Belief	The template refers to guidance on support and quality programmes including good practice in order to meet the needs of individual children and young people.	The template is unlikely to have a negative impact.	
Sexual Orientation	The template sets out guidance on support and quality programmes to meet the needs individual children and young people.	The template is unlikely to have a negative impact.	
Civil Partnership/ Marriage	N/A	N/A	

Note: Link to Section 6 below Action Plan in terms of addressing impacts

Positive

The template gives guidance on individual needs ensures a consistent approach is taken in terms of preventing unintended teenage pregnancies in West Dunbartonshire.

The template may have a positive impact on the existing health inequalities in West Dunbartonshire by the delivery of quality RSHPE programmes and encouraging signposting young people to sexual health and other support services.

Section 5: Addressing impacts

Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan

1. No major change	X
2. Continue the PFD	X
3. Adjust the PFD	
4. Stop and remove the PFD	

Give reasons:

Note: Link to Section 6 below Action Plan

Section 6: Action Plan Please describe any action which will be taken following the assessment in order to;				
<ul style="list-style-type: none"> • reduce or remove any negative impacts, • promote any positive impacts, or • gather further information or evidence or further consultation required 				
Action	Responsible person (s)	Intended outcome	Date for completion	Protected Characteristic
Target more effectively to ensure policy and curricular programmes are adhered to in consideration of the small numbers of Minority Ethnic population in West Dunbartonshire.	JM/SS	Ensure no negative impact.		Race
Implement West Dunbartonshire Teenage Pregnancy Action Plan.	SS/TL	Performance/outcomes measured via WDCHCP Strategic Plan.		Other e.g. cross cutting
Provide training for partner agencies working closely with young people.	JM/HD	Staff trained.		
Review RSHPE provision within further education.	JM/NC	Improved provision of RSHE for young people over the age of 16		
Review of condom provision	JM/NC	Improved access.		

Are there any negative impacts which cannot be reduced or removed? please outline the reasons for continuing PFD		
Nil		
Section 7: Monitoring and review		
Please detail the arrangements for review and monitoring of the policy		
How will the PFD be monitored? What equalities monitoring will be put in place?	Annual review Annual EQIA in line with review process.	
When will the PFD be reviewed?	March 2014	
Is there any procurement involved in this PFD? Yes/No	No	
Section 8: Signatures		
The following signatures are required:		
Lead/ Responsible Officer:	Signature: S Sengupta, T Lanagan	Date:01/03/2013
EIA Trained Officer:	Signature: J McGinn	Date:01/03/2013
Section 9: Follow up action		
Service planning: Link to service planning/ covalent – update your service plan/ covalent actions accordingly	Signature:	Date:
Give details:		
Committee Reporting: complete relevant paragraph on committee report and provide further information as necessary	Signature:	Date: