



**NHS Greater Glasgow and Clyde  
Equality Impact Assessment Tool For Frontline Patient Services**

**It is essential to follow the EQIA Guidance in completing this form**

**Name of Current Service/Service Development/Service Redesign:**

Eat Up WDCHP

**Please tick box to indicate if this is a :**      **Current Service** ☒      **Service Development** ☐      **Service Redesign** ☐

**Brief description of the above: (Please include if this is part of a Board-wide service or is locally determined).**

Eat Up is a new Healthy Eating Programme which offers interactive group based healthy eating information to support behavior change and promote better food choices. Developed and quality assured by NHS Greater Glasgow Community Dieticians and Health Improvement Specialists. Delivered in West Dunbartonshire by local Health Improvement Senior and appropriately trained Community Food Workers.

Data utilised to complete this EQIA came from the following sources: Focus Group feedback, Referrals, DNAs and Non Completers.

**Who is the lead reviewer and where based?**

Audrey Reid: Health Improvement Senior  
Whitecrook Business Centre  
78 Whitecrook Street  
Clydebank  
Glasgow  
G81 1QF

Please list the staff groupings of all those involved in carrying out this EQIA  
(when non-NHS staff are involved please record their organisation or reason for inclusion):

Lead for Dietetics & AHP's West Dunbartonshire CHP

Health Improvement Lead West Dunbartonshire CHP

Health Improvement Senior X2 West Dunbartonshire CHP

Community Food Worker West Dunbartonshire CHP

Learning Disabilities Dietician West Dunbartonshire

Learning Disabilities Speech and Language Therapist West Dunbartonshire

Health Counsellor West Dunbartonshire Council Leisure Services – Key referrer to Service

#### Impact Assessment – Equality Categories

Equality Category	Existing Good Practice	Remaining Negative Impact
Gender	<p>Currently collect data on gender</p> <p>All staff have attended Equality and Diversity training. Service</p> <p>Year 1 evaluation show there is a higher success rate amongst males.</p>	<p>Currently staff delivering Service are all of one gender ( 3)</p> <p>Year 1 evaluation show significant disparity between males and females accessing the Service. Total number of females engaged 56, total number of males engaged 20.</p>
Ethnicity	<p>All staff have attended Equality and Diversity training.</p> <p>Currently very small ethnic minority population however</p>	<p>Currently not collecting data on ethnicity</p> <p>Gaps in centrally produced material</p>

	<p>have flexibility within the Programme to ensure any specific ethnic needs met</p> <p>Feasibility to access an adapted Eat Up Programme for Asian Population.</p> <p>Awareness of target groups within West Dunbartonshire working with BME communities to advertise the service.</p> <p>Knowledge &amp; awareness of guidelines for accessing interpreting services.</p>	Need to clarify centrally for translation of resource materials disseminated at sessions.
Disability	<p>All staff have attended Equality &amp; Diversity, Visual Awareness &amp; Deaf Awareness training. Two members of staff have attended Disability Awareness training. Staff always ascertain the venues have wheelchair access with adjacent parking. Supplemented resource material available to address additional needs including pictorial.</p> <p>Knowledge of signposting procedures to access resources in appropriate format i.e. Audio</p> <p>All staff are aware of an adapted 28 week duration Programme which is currently being piloted for a year for LD clients.</p>	<p>Gaps in centrally produced material</p> <p>Referral form to be re assessed to include additional Communications Requirements i.e. Hearing Impairment.</p> <p>Currently no loop system in rooms being utilised.</p> <p>Currently resources not available in various formats.</p>
Sexual Orientation	<p>All staff has attended Equality and Diversity training.</p> <p>All staff trained in completing IR1 forms</p>	<p>Currently don't collect data on Sexual Orientation</p> <p>No negative impacts identified.</p>
Religion and belief	<p>The Programme is broad enough to demonstrate no bias against any dietary habits. It is a flexible programme which can be altered to address religious and cultural beliefs. All staff has attended Equality and Diversity training.</p>	<p>Currently don't collect data on Religion and Belief.</p> <p>No negative impacts denied</p>

<b>Age (Children/Young People/Older People)</b>	There is no upper age limit for the Service. Predominately 46-65 year olds are accessing the Service. All staff has attended Equality and Diversity training. All staff have nutritional knowledge through the lifecycle which enables them to adapt information for population specific. All staff are aware of weight management and other nutrition/ diet related programmes. Shape-Up, ACES and Glasgow Weight Management Service.	Currently Programme is only advertised as available to anyone over 18 years.
<b>Social Class/ Socio-Economic Status</b>	Currently targeting 15% lowest SIMD areas to deliver an extra 10 Programmes. Service is free and offers practical and financial advice to support and encourage healthier food choices.	No negative impacts identified
<b>Additional marginalisation</b>	All staff aware of relevant agencies for sign posting for additional support. Arranged training for Literacy Needs for all staff. Staff have accessed either ASIST or Safe Talk training	

<b>Actions</b>	<b>Date for completion</b>	<b>Who is responsible?(initials)</b>
<b>Cross Cutting Actions</b> <ul style="list-style-type: none"> <li>To review and reassess the referral form to include requirements for additional Communication Needs</li> </ul>	June 2010	A R

<b>Specific Actions</b> <ul style="list-style-type: none"> <li>• Consultation with Acute Planning to explore feasibility of lowering age limit to 16 years.</li> <li>• Explore feasibility of collecting Ethnicity data.</li> <li>• Consult with Acute Planning to ascertain feasibility of having resources in various formats and address gaps in centrally produced material.</li> <li>• Explore the feasibility of marketing the service using a targeted approach to male groups and young mums accessing Leisure Services such as Male Circuit class and Rocking Rollers.</li> <li>• Community Food Workers to explore promotion opportunities with specific younger age groups Clydebank College Information Day/Evening.</li> <li>• Liaise with West Dunbartonshire Council Sensory Impairment Team re accessing portable loop system</li> <li>• Liaise with West Dunbartonshire Council Health Improvement Officer to explore marketing strategy to promote the Service TO West Dunbartonshire Council employees</li> <li>• Explore costing of crèche facilities to enable option to offer child care for younger age population.</li> <li>• HI Senior to disseminate fliers through Weaning Fayes &amp; Parent Craft sessions to target Parents</li> </ul>	June 2010  June 2010  June 2010  March 2010  March 2010  March 2010  May 2010  March 2010  March 2010  March 2010	A R  A R  A R  D F  C McD & L M  C D  A R & C D  L M  H D  J P

<ul style="list-style-type: none"> <li>• Learning Disabilities Dietician to disseminate fliers at Carers Groups.</li> <li>• Liaise with Addiction Services in order to promote the Service.</li> <li>• Explore feasibility of having staff from both genders as Service delivery progresses including Sessional Staff.</li> <li>• Contact West Dunbartonshire Council Community Work Staff to advertise service through Community Care Structures.</li> <li>• Explore possibility of disseminating Welfare Rights &amp; Credit Union Literature at Eat Up Groups.</li> </ul>	March 2010	A K
	June 2010	A R
	June 2010	A R
	May 2010	C McD & L M

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

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Lead Reviewer:            Name: Audrey Reid  
Sign Off:                    Job Title: Health Improvement Senior  
                                     Signature  
                                     Date:

Please email copy of the completed EQIA form to [irene.mackenzie@ggc.scot.nhs.uk](mailto:irene.mackenzie@ggc.scot.nhs.uk)

Irene Mackenzie, Corporate Information and Development Manager, Corporate Inequalities Team, NHS Greater Glasgow and Clyde, Dalian House, 350 St Vincent Street, Glasgow, G3 8YZ. Tel: 0141-201-4970.

## Appendix 1: Requirements from equality legislation

The body of legislation on Race (Race Equality Duty), Disability (Disability Equality Duty) and Gender (Gender Equality Duty) has identified both General and Specific Duties with which public organisations have to comply.

The **General Duties** for all three areas of legislation lay down that public bodies require to have 'due regard' to the need to eliminate unlawful discrimination and harassment and to promote equality of opportunity. The RR(A) also includes a duty to 'promote good relations between persons of different racial groups'. In the Disability Equality Duty (DED) this duty is to 'promote equality of opportunity between disabled people and other people'. The DED further includes a duty to:

- promote positive attitudes towards disabled people;
- encourage participation by disabled people in public life;
- take steps to meet disabled peoples' needs, even if this requires more favourable treatment.

The **Specific Duties** apply to major public bodies primarily and are designed to set out the steps that should be taken in meeting the General Duty, the key requirements of which are:

- The development of a specific Equality Scheme in relation to each aspect of inequality.
- Consultation with stakeholders and employees in drawing up the equality schemes for race and gender. In relation to disability, the legislation is considerably stronger, requiring the active involvement of disabled people in drawing up the Equality Scheme.
- Publication of the equality schemes and associated action plans.
- Publication of how the organisation will assess the impact of its policies and practices for equality across the three areas and the outcomes of these.
- Monitoring of progress and production of annual reports.
- Review of each scheme every three years.
- Monitoring of employment procedures and practices. In relation to gender, a policy on developing equal pay arrangements between women and men must be developed and published.
- One of the provisions of the **Equality Act 2006** is the merger of the three existing commissions i.e. the Commission for Race Equality, the Disability Rights Commission and the Equal Opportunities Commission. In 2007, they became one body – the Equality and Human Rights Commission – which has responsibility for assessing the extent to which organisations have fulfilled their legislative duties.

There is also new legislation on sexual orientation. The Equality Act (Sexual Orientation) Regulations 2007 protects individuals from direct or indirect discrimination on grounds of sexual orientation, in provision of goods, facilities, services, education, disposal and management of premises and exercise of public functions. There is also European legislation on age and religion and belief discrimination in employment.



## Appendix 2: Good practice websites

The following websites are very good for key information around good practice around equalities issues. The Equality and Diversity Team in Organisational Development (Tel: 0141 211 0354) have a wider list of good practice websites available if you require this.

- The 'Fair For All' website ([www.fairforall.org.uk](http://www.fairforall.org.uk)) is NHS Scotland website on equality and diversity.

It is very good for examples of good practice and national guidance documents on gender, disability, ethnicity, sexual orientation, age, religion and belief

- NHSGG&C Equality and Health website ([www.equality.scot.nhs.uk](http://www.equality.scot.nhs.uk)) will provide key information on each of the different equality categories, the key health issues related to equality categories and good practice examples from NHSGG&C and beyond.

The website has links to NHSGG&C Equality Scheme; all Equality Scheme action plans and the annual monitoring report; NHSGG&C Equality Impact Assessment Guidance, Tools and Evaluation report.

- The Equality and Human Rights Commission ([www.equalityhumanrights.com](http://www.equalityhumanrights.com)) is the governing body for equalities legislation implementation. NHSGG&C has to provide annual reports to the Commission on its implementation of its Equality Scheme.

The website includes legislative and good practice information on the rights of workers and service users and responsibilities of public sector employers.

- The Scottish Government Equality Unit website ([www.scotland.gov.uk/mainstreamingequality](http://www.scotland.gov.uk/mainstreamingequality)) provides information on the national context for action on equalities issues and provides many national statistics about equality strands in relation to government activities.