

**Equality Impact Assessment Tool: Policy, Strategy and Plans**  
**(Please follow the EQIA guidance in completing this form)**

**1. Name of Strategy, Policy or Plan**

West Dunbartonshire Community Health and Social Care Partnership Strategic Plan 2015 – 2016

Please tick box to indicate if this is: Current Policy, Strategy or Plan ☒ New Policy, Strategy or Plan ☐

**2. Brief Description – Purpose of the Plan; Changes and outcomes; services or activities affected**

This document is the first West Dunbartonshire Health and Social Care Partnership (HSCP) Strategic Plan.

This first HSCP Strategic Plan and sets out the key actions prioritised for delivery over the course of 2015/15.

The purpose of the Strategic Plan is to set out how the Health & Social Care Partnership Board will begin to use its allocated resources to deliver the National Health and Wellbeing Outcomes prescribed by the Act.

West Dunbartonshire Health and Social Care Partnership Integration Scheme describes how the Public Bodies (Joint Working) (Scotland) Act 2014 is to be implemented for West Dunbartonshire and is available on the HSCP website [www.wdhscp.org.uk](http://www.wdhscp.org.uk)

**3 Lead Reviewer**

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**4. Please list all participants in carrying out this EQIA:**

Chief Officer WDHSCP; Head of Children Services and Criminal Justice & Chief Social Work Officer WDHSCP; Head of Mental Health, Learning Disability and Addictions WDHSCP; Head of Community Health and Care WDHSCP; Strategy and Policy Manager WDHSCP;

**5. Impact Assessment**

**A Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality**

The Plan contains specific reference to the Equality Act 2010 ) and has been written in cognisance of the NHSGGC Equality Scheme (2014 – 2015) and West Dunbartonshire Council Equality Scheme (2013 – 2015)

**B What is known about the issues for different equalities groups in relation to the services or activities affected by the policy?**

		Source
<b>Gender</b>	Men and women access health and social care services differently with women tending to have more caring responsibilities. Gender data is recorded and monitored as part of the wider implementation of the key priorities within the plan	Service Implementation Plans WDC Social and Economic Profile 2014
<b>Ethnicity</b>	West Dunbartonshire has a very small ethnic minority population which means that action is required to ensure that this small population is included in HSCP Services.	Census 2011

	There can be cultural and practical barriers in accessing services	
<b>Disability</b>	A disability profile has been conducted with West Dunbartonshire area to help inform the development of the plan as part of the development of the socio-economic profile. The profile has gathered information on disability and impairment in West Dunbartonshire and used this to inform the plan.	West Dunbartonshire Council website
<b>Sexual Orientation</b>	Information on service users is recorded using HSCP Single Shared Assessment. There is annual analysis of the data and this is reported to service managers.	WDC Social and Economic Profile 2014
<b>Religion and Belief</b>	Information on service users is recorded using HSCP Single Shared Assessment. There is annual analysis of the data and this is reported to service managers.	WDC Social and Economic Profile 2014
<b>Age</b>	Age profile is included information on service users is recorded using HSCP Single Shared Assessment. There is annual analysis of the data and and this is reported to service managers.	WDC Social and Economic Profile 2014
<b>Social and Economic Status</b>	The plan includes wider perspectives and act that CHCP is involved with that relate to inequalities in health including, housing, employment. SIMD breakdown of area is also recorded.	WDC Social and Economic Profile 2014  WD Health Behaviour SIMD Survey

C Do you expect the policy to have any positive impact on equalities or on different equalities groups?			
	Highly Likely	Probable	Possible
General	<p>Within the Strategic Plan there is specific emphasis on Strengthening an inequalities sensitive approach across all its operational service plans (e.g. through application of EQIAs).</p> <ul style="list-style-type: none"> <li>• Continuing to develop those services that by definition by a particular focus on equalities concerns (e.g. Violence Against Women).</li> <li>• The on-going development of competencies and skills on inequalities in the Continuous Professional Development of staff.</li> <li>• The on-going development of effective and representative arrangements for community engagement (recommendations for which are being separately presented to the Committee for approval).</li> <li>• Maintaining a focus on equalities and inequalities issues through the HSCP's working relationships with other providers and contractors; and its active involvement in key partnerships (notably the local Community Planning</li> </ul>		

	Partnership).		
<b>Gender</b>	The Strategic Plan is likely to have a positive impact due to explicit mention and resourcing around the Violence against Women component of the HSCP as well as implementation of CEL 41		
<b>Ethnicity</b>	<p>The Strategic Plan recognises the importance of providing information in a range of languages and in different locations to meet and individual's need</p> <p>The Strategic Plan is committed to closing the inequalities gap and make access to services easier</p>		
<b>Disability</b>	<p>The Strategic Plan will have a positive impact on people with a physical disability through improved co-ordination of services.</p> <p>Access Audits have been conducted by facilities to enable the identification of gaps in accessibility. Including equipment to support people with disabilities</p>		
<b>Sexual Orientation</b>			<p>It is unclear whether the plan will promote positive impact on Sexual Orientation.</p> <p>More detail and explicit mention to be added around</p>

			CHCP policy areas where a positive impact on sexual orientation can be demonstrated e.g. Sexual Health
<b>Religion and Belief</b>			It is unclear whether the Strategic Plan will promote positive impact on religion and belief .
<b>Age</b>	The plan contains a breakdown of the age of the population. The plan identified additional resources and plans able to support reduction in unplanned hospital admissions for older people and streamlining of services for children. There is commitment to act at transitional stages of age.		
<b>Social and Economic Status</b>	The plan identifies actions to be taken relating to employability and responding to the recession and specific targeting of services to lower SIMD areas		

<b>D Do you expect the policy to have any negative impact on equalities or on different equalities groups?</b>			
	<b>Highly Likely</b>	<b>Probable</b>	<b>Possible</b>
<b>General</b>			
<b>Gender</b>			The Strategic Plan is unlikely to have a negative impact on gender.
<b>Ethnicity</b>			Due to the small percentage of the WD population who are from an minority ethnic population it is possible that any targeting that is required does not happen
<b>Disability</b>			The Strategic Plan is unlikely to have a negative impact on disability.
<b>Sexual Orientation</b>			Possible discrimination could occur if staff are not aware of sexual orientation / same sex couples and associated rights/ responsibilities.
<b>Religion and Belief</b>			Possible discrimination could occur if staff are not aware of religion/ belief of service users and this is not included with care planning processes.
<b>Age</b>			The plan is unlikely to have a negative impact on age although planning is should be underway for changes related

			to the provision of age.
<b>Social and Economic Status</b>			Possible disadvantage could occur with the redesign of services although the specified intention of the HSCP is to deliver services which are more accessible

<b>E Actions to be taken</b>			
			<b>Responsibility and Timescale</b>
<b>E1 Changes to plan</b>			
<b>E2 action to compensate for identified negative impact</b>			
<b>E3 Further monitoring – potential positive or negative impact</b>	Monitoring of targeted services to ensure explicitly targeting minority ethnic communities where necessary		<b>Soumen Sengupta</b>



<b>E4 Further information required</b>	<p>Profile information required on religion or belief, ethnicity and sexual orientation should be included in updates to the HSCP Strategic Plan</p> <p>More detail and explicit mention to be added around HSCP policy areas where a positive impact on sexual orientation can be demonstrated e.g. Sexual Health</p>	<p><b>Soumen Sengupta</b></p> <p><b>Soumen Sengupta</b></p>
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**6. Review: Review date for policy / strategy / plan and any planned EQIA of services**

Review in 12 months (June 2015)
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**Lead Reviewer:**      **Name:**      Soumen Sengupta  
**Sign Off:**            **Job Title**      Head of Strategy, Planning and Health Improvement  
                                  **Signature**  
                                  **Date:**

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

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