

1. Rapid Impact Checklist

NHS Grampian and Moray HSCP

An Equality and Diversity Impact Assessment Tool:

Moray Health and Social Care Partnership (HSCP) Strategic Plan 2016-2019, December 2015

Which groups of the population do you think will be affected by this proposal?

Other groups:

- Minority ethnic people (incl. Gypsy/travellers, refugees & asylum seekers)
- Women and men
- People with mental health problems
- People in religious/faith groups
- Older people, children and young people
- People of low income
- Homeless people
- Disabled people
- People involved in criminal justice system
- Staff
- Lesbian, gay, bisexual and transgender

All staff who work in Moray HSCP, NHS Grampian and Moray Council staff and the staff of other related groups and agencies. All residents of Moray who might require to access local health or social care services. These individuals may be members of several of the above groups.

N.B The word proposal is used below as shorthand for any policy, procedure, strategy or proposal that might be assessed

What positive and negative impacts do you think there may be?

Which groups will be affected by these impacts?

What impact will the proposal have on lifestyles?

For example, will the changes affect:

- Diet and nutrition
- Exercise and physical activity

Negative. Diet and nutrition are not mentioned.

Negative. Exercise and physical activity are not mentioned, but there is a reference to "leisure".

<ul style="list-style-type: none"> • Substance use: tobacco, alcohol and drugs? • Risk taking behaviour? • Education and learning or skills? 	<p>√ Positive. The Strategic Plan references the drug and alcohol joint commissioning strategy.</p> <p>√ Positive. The Strategic Plan emphasises that whatever the setting in which care is provided, safety is an important consideration.</p> <p>√ Positive. The Strategic Plan identifies that the incidence of deaths due to road traffic accidents in Moray, are unacceptable high.</p> <p>√ Positive. The Strategic Plan is a learning opportunity for all staff who work in Moray HSCP, NHS Grampian and Moray Council staff and the staff of other related groups and agencies. It is also a learning opportunity for the wider community of Moray.</p>
<p>Will the proposal have any impact on the social environment? Things that might be affected include:</p> <ul style="list-style-type: none"> • Social status • Employment (paid or unpaid) • Social/Family support • Stress 	<p>None.</p> <p>√ Positive. The Strategic Plan notes that Moray has high average employment and low overall income deprivation.</p> <p>√ Positive. The Strategic Plan recognises the importance of unpaid carers and family support. It also recognises the vital role that timely intervention plays in avoiding unnecessary admissions to hospital when community options are available.</p> <p>√ Positive. Maintaining people in their own homes for longer will help to reduce the stress which people feel when admitted to hospital.</p>

<ul style="list-style-type: none"> Income 	<p>Negative. All reorganisations cause stress to the staff concerned and to the people and their families who rely on these essential services.</p> <p>Negative. All reorganisations raise the concerns of the staff affected, with regard to employment and income.</p>
<p>Will the proposal have any impact on the following?</p> <ul style="list-style-type: none"> Discrimination? Equality of opportunity? Relations between groups? 	<p>Negative. The offer is not made to make the Strategic Plan available in any other language or format, upon request. This is a breach of the Equality Act 2010 and the Disability Discrimination Act 2005.</p> <p>Negative. The Strategic Plan refers only to 2 of the 9 “protected characteristics”, as defined by the Equality Act 2010.</p> <p>Negative. The Strategic Plan does not fully comply with the requirements of the Royal National Institute for the Blind “Good Practice“ Guidelines.</p> <p>√ Positive. The Strategic Plan makes a commitment to reduce health inequalities.</p> <p>None.</p>

<p>Will the proposal have an impact on the physical environment?</p> <p>For example, will there be impacts on:</p> <ul style="list-style-type: none"> • Living conditions? • Pollution or climate change? • Accidental injuries or public safety? • Transmission of infectious disease? 	<p>√ Positive. People in need of health and social care will be supported longer in their own home. In addition, the “Hospital at Home” Model offers the opportunity for some people to receive acute care at home.</p> <p>None.</p> <p>√ Positive. The Strategic Plan emphasises that whatever the setting in which care is provided, safety is an important consideration.</p> <p>None.</p>
<p>Will the proposal affect access to and experience of services?</p> <p>For example,</p> <ul style="list-style-type: none"> • Health care • Transport • Social services 	<p>√ Positive. When the steps outlined in the Strategic Plan are implemented, this will greatly enhance the experience of people accessing health and social care services in Moray.</p> <p>√ Positive. Providing services closer to people’s homes, will reduce the need for them to travel to access health and social care services.</p> <p>√ Positive. Adult social service when integrated with health care, should be more readily accessible.</p>

<ul style="list-style-type: none"> • Housing services • Education 	<p>√ Positive. The important role of housing in maintaining health and well being is clearly recognised in the Strategic Plan. There is also specific reference to the problem of fuel poverty.</p> <p>√ Positive. The Strategic Plan is a learning opportunity for all staff who work in Moray HSCP, NHS Grampian and Moray Council staff and the staff of other related groups and agencies. It is also a learning opportunity for the wider community of Moray.</p> <p>√ Positive. The Strategic Plan recognises the importance of getting across the healthy lifestyle message to people from an early age.</p>
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For further information please contact: Nigel Firth, Equality and Diversity Manager on (01224) 552245.

Rapid Impact Checklist: Summary Sheet

Moray Health and Social Care Partnership (HSCP) Strategic Plan 2016-2019, December 2015

The Strategic Plan:

- Places great emphasis on the prevention of ill health and early intervention when problems arise, to help maintain good health and avoid unnecessary admissions to hospital when community options are available.
- Emphasises the importance of people taking responsibility for their own health.
- Will lead to health and social care services being provided closer to people's homes.
- Will make access to health and social care services easier.
- Emphasises that whatever the setting in which care is provided, safety is an important consideration.
- Is a learning opportunity for all staff who work in Moray HSCP, NHS Grampian and Aberdeenshire Council staff and the staff of other related groups and agencies. It is also a learning opportunity for the wider community in Moray.
- Recognises the importance of unpaid

Negative Impacts (Note the groups affected)

- The offer is not made to make the Strategic Plan available in any other language or format, upon request. This is a breach of the Equality Act 2010 and the Disability Discrimination Act 2005.
- The Strategic Plan refers to only 2 of the 9 "protected characteristics", as defined by the Equality Act 2010. This is discriminatory.
- The Strategy Plan does not fully comply with the requirements of the Royal National Institute for the Blind "Good Practice" Guidelines.
- All reorganisations cause stress to the staff concerned and to the people and their families who rely on these essential services.

<p>carers and family support</p>	
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Additional Information and Evidence Required

The Moray Strategic Plan is incomplete, for example, none of the 9 Appendices are present. Accordingly, this Impact Assessment can only be regarded as interim.

Recommendations

If the changes detailed on the attached Comments Sheet are made, the content of the Strategic Plan, as presented, will be fully compliant with all current equality and diversity legislation.

From the outcome of the RIC, have negative impacts been identified for race or other equality groups? Has a full EQIA process been recommended? If not, why not?

Yes, but these can be easily overcome if the changes detailed on the attached Comments Sheet are made. A full EQIA is not required.

However, the full Strategic Plan document will require to be re-Impact Assessed, when the complete document is available.