

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. Please refer to the EQIA Guidance Document while completing this form. 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 CITAdminTeam@ggc.scot.nhs.uk for further details or call 0141 2014560.

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

Impact Assessment of Renfrewshire IJB's Unpaid Adult Carers' Strategy 2022-25

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).

What does the service or policy do/aim to achieve? Please give as much information as you can, remembering that this document will be published in the public domain and should promote transparency.

The Unpaid Adult Carers' Strategy 2022-25 reaffirms the value we place on unpaid carers and the contribution they make to the wider community of Renfrewshire. It will set out our commitment to unpaid carers, by prioritising a preventive approach to supporting them. The strategy's aim is to help them to remain in their caring roles and to manage their own life alongside their caring responsibilities. In developing the strategy for the next three years, we have started by considering the priorities from our most recent strategy and tested them within the current environment to understand if they remain the most important priorities for unpaid carers. The strategy includes 6 priorities:

- Unpaid carers are identified early and offered the right support at the right time.
- Unpaid carers get a break from caring.
- Unpaid carers are recognised and valued as equal partners in care and involved in decision making relating to their caring role.
- Unpaid carers are supported on a consistent basis to allow them to continue caring, if that is their wish, in good health and wellbeing, allowing for a life of their own outside of caring.
- We live in unpaid carer-friendly communities, where unpaid carers' needs and rights are understood, and they are not excluded or discriminated against by virtue of their caring role.
- Unpaid carers have the information, skills, and resources they need to care.
- Staff who are unpaid carers are identified and supported within the workplace.

Why was this service or policy selected for EQIA? Where does it link to organisational priorities? (If no link, please provide evidence of proportionality, relevance, potential legal risk etc.)

This is the HSCP's third carers' strategy. The last three years have seen the development of several key national and local policies and strategies which impact on unpaid carers, including the Independent Review of Adult Social Care, and the subsequent consultation on proposals to create a National Care Service, which included specific recommendations for supporting carers.

The Carers (Scotland) Act 2016 requires the IJB to review the carers strategy every 3 years, it was agreed to review the strategy earlier to align with the strategic plan timeline.

Our most recent strategy for unpaid carers covered the period from 2020-2022. At the time, our strategy identified a range of priority areas to deliver upon, alongside our partners. However, for over half the duration of our previous strategy, the IJB and wider society have been responding to the COVID-19 pandemic. The pandemic has had a significant impact on everyone's lives. In many areas, we have worked flexibly to refocus our priorities and adapt to the needs of the rapidly changing environment. More recently, the cost-of-living crisis and other factors are also placing greater strain on unpaid carers.

Renfrewshire Council Children's Services has responsibility for developing and providing support to young carers in Renfrewshire, including a separate strategy for young carers. This EQIA relates only to the Unpaid Adult Carers' Strategy.

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: Frances Burns – Head of Strategic Planning & Health Improvement, Renfrewshire Health and Social Care Partnership	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):

Allan Mair, Senior Community Partnerships Officer, Renfrewshire Health and Social Care Partnership
Bernadette Reilly, Senior Community Partnerships Officer, Renfrewshire Health and Social Care Partnership

	Lead Reviewer Question	Service Evidence Provided	Additional Requirements
1.	What equalities information is routinely collected from people using the service or affected by the policy? Please note any barriers to collecting this data in your submitted evidence and an explanation for any protected characteristic data omitted.	The strategy will be implemented taking into consideration several data sources used to describe the population of Renfrewshire. For example, National Records of Scotland (NRS) and the Scottish Index of Multiple Deprivation (SIMD)2020. The Scotland's Census data and the Carers Census, gives us a reasonably accurate picture of demographic makeup and this is supplemented with / compared against data captured within HSCP services that allow us to better understand the pattern of service uptake by captured Protected Characteristics.	
2.	Please provide details of changes to the service or Policy or how they have been informed as a result of collecting routine data. Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all	In reviewing the previous strategy, we asked what impact the pandemic had on local unpaid carers: <ul style="list-style-type: none"> • 95% said their emotional health & wellbeing was affected • 78% had an increased caring role of 50+ hours per week • 65% were concerned about what would happen to the cared for person if they became ill 	

	<p>that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics.</p>	<ul style="list-style-type: none"> • 45% said their caring role had increased due to local services being paused • 47% had been impacted financially. <p>In developing the new strategy, we asked local unpaid carers if there were any barriers to accessing support:</p> <ul style="list-style-type: none"> • 41% said that caring commitments were a barrier to accessing support. • 21% said work commitments. • 17% said transport. • 10% said confidence. <p>Activities in the strategy developed because of these findings include:</p> <ul style="list-style-type: none"> • Promote the national Carers' Charter, so that everyone understands unpaid carers' rights under the Carers Act. • Develop improved pathways for unpaid carers in acute settings. • Introduce a 'Renfrewshire Unpaid Carers Card', to provide discounted activities across culture, leisure, and hospitality. • Support unpaid carers to access training, further education, and employment. • Provide a range of options for unpaid carers to get a break from caring. • Ensure unpaid carers have access to information and advice about what benefits they are entitled to. <p>The above guides us in meeting our duty to promote equality of opportunity by taking an equitable approach to resource allocation, and in our design and delivery of support.</p>	
	Lead Reviewer Question	Service Evidence Provided	Additional Requirements
3.	How have you applied learning from research evidence about the experience of equality groups to the service or Policy?	The strategy takes cognisance of the findings of consultation describing the support needs of the unpaid carer population of Renfrewshire. The strategy also recognises that the unpaid	

	<p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics</p>	<p>carer and the cared for person may be subject to one of more of the Protected Characteristics.</p> <p>In terms of understanding the experiences of inequality for protected characteristic groups, evidence relating to specific group experiences of health and social care will be used to support the action plan that will be deployed to meet the priorities of the strategy. This is evidenced in the priorities and actions which include provision of high quality and accessible information, and the provision of tailored one to one and group support.</p>	
	Lead Reviewer Question	Service Evidence Provided	Additional Requirements
4.	<p>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 used?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics</p>	<p>In developing this strategy, we were focused on ensuring that collaboration and engagement were at the heart of a coproduced set of priorities actions. Engagement included:</p> <ul style="list-style-type: none"> • Survey of unpaid carers and public. • Drop-in focus groups at the Carers Centre. • Carers Centre support group interaction. • Paper surveys distributed to local voluntary organisations. • Survey of local GPs. • Focus groups and internal communication with HSCP staff. • Interactive engagement with HSCP Leadership Network. • Interactive engagement with Older People's Care Planning Group. • Open questions session with Strategic Planning Group. 	<p>Engagement with unpaid carers should form part of the consultation for the strategy's action plan.</p>
	Lead Reviewer Question	Service Evidence Provided	Additional Requirements
5.	<p>Is your service physically accessible to everyone? If this is a policy that impacts on movement of service users through areas are</p>	<p>Renfrewshire Carers Centre is the key partner in supporting unpaid carers and where they provide support, both at their</p>	<p>Support unpaid carers to become more confident online.</p>

	<p>there potential barriers that need to be addressed?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics.</p>	<p>premises and in the community, is fully accessible to all, and close to public transport.</p> <p>Providing support online during the pandemic highlighted an opportunity to give unpaid carers the opportunity to access support where they may not be able to attend a specific location, for example, where they cannot leave the cared-for person, where there is a lack of good public transport links. The Centre has committed to continue to tailor support to meet the needs of unpaid carers.</p> <p>The consultation for the strategy highlighted that some unpaid carers are not confident online, and action will be taken to address this.</p>	
	Lead Reviewer Questions	Service Evidence Provided	Additional Requirements
6.	<p>How will the service review or policy development ensure it does not discriminate in the way communicates with service users and staff?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p>	<p>Delivering clear and accessible communication is a core responsibility for the HSCP and its key partner Renfrewshire Carers Centre and is a priority for the strategy.</p> <p>Written information in diverse formats will be available as and when required to remove any potential barriers. Interpreting support is also available where required.</p> <p>We will also produce an accessible version of the Unpaid Adult Carers Strategy 2022 - 2025 in addition to the pdf and an easy read version will also be published alongside the strategy.</p>	<p>Produce an accessible version of the Unpaid Adult Carers Strategy 2022 - 2025</p>

	<p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics</p> <p>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.</p>		
7	Protected Characteristic	Service Evidence Provided	Additional Requirements
(a)	<p>Age</p> <p>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.</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics.</p>	<p>The IJB has responsibility for supporting unpaid carers aged 18+ and Renfrewshire Council Children's Services has responsibility for young carers support. The strategy relates to unpaid carers aged 18+.</p> <p>The HSCP works with Renfrewshire Council's Children's Services recognising that many young carers are caring for adults and to ensure a smooth transition to adult support as they become of age.</p> <p>Renfrewshire Council's Children's Services is responsible for producing a young carers strategy.</p>	
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(b)	Disability	<p>The strategy does not present a risk of differential deficit experienced by people because of their disability. The strategy seeks to support people who care for people with a disability.</p>	

	<p>Could the service design or policy content have a disproportionate impact on people due to the protected characteristic of disability? What opportunities have been explored to make appropriate reasonable adjustments?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics.</p>		
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(c)	<p>Gender Identity</p> <p>Could the service change or policy have a disproportionate impact on people with the protected characteristic of gender identity?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics</p>	<p>The strategy does not present a risk of differential deficit experienced by people because of their gender identity.</p>	
	Protected Characteristic	Service Evidence Provided	Additional Requirements

<p>(d)</p>	<p>Marriage and Civil Partnership</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Marriage and Civil Partnership?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics</p>	<p>There is no scope for the strategy to create a differential deficit for people due to the protected characteristics of marriage and civil partnership. Existing HR policies supporting staff working to deliver the strategy take cognisance of the legal requirements to meet the General Duty.</p>	
	<p>Protected Characteristic</p>	<p>Service Evidence Provided</p>	<p>Additional Requirements</p>
<p>(e)</p>	<p>Pregnancy and Maternity</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristics of Pregnancy and Maternity?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p>	<p>There is no scope for the strategy to create a disproportionate differential impact on people due to the protected characteristics of pregnancy and maternity. The strategy's commitment to support all carers, in relation to all protected characteristics, can only have a positive effect on people with the characteristics of pregnancy and maternity.</p>	

	3) Foster good relations between protected characteristics.		
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(f)	<p>Race</p> <p>Could the service change or policy have a disproportionate impact on people with the protected characteristics of Race?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics</p>	<p>There is no scope for the strategy to have a disproportionate differential impact on the grounds of Race. The strategy seeks to inform practice that is fully accessible and as such promotes the use of appropriate communication support, including use of interpreting and translation services.</p> <p>In addition, we continue to support Renfrewshire Carers Centre to identify and support ethnic minority unpaid adult carers.</p>	
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(g)	<p>Religion and Belief</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Religion and Belief?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p>	<p>There is no scope for the strategy to have a disproportionate differential impact on the grounds of Religion and Belief.</p>	

	<p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics.</p>		
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(h)	<p>Sex</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sex?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics.</p>	<p>There is no scope for the strategy to have a disproportionate differential impact on the grounds of Sex.</p> <p><u>Scotland's Carers</u> reports that 59% of unpaid carers are female, this means that women are especially likely to care during their working life. The strategy aims to progress a range of activities to support people in the workplace.</p>	
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(i)	<p>Sexual Orientation</p> <p>Could the service change or policy have a disproportionate impact on the people with the protected characteristic of Sexual Orientation?</p>	<p>There is no scope for the strategy to have a disproportionate differential impact on the grounds of Sexual Orientation.</p> <p>There is no scope for the Plan to have a disproportionate differential impact on the grounds of Sexual Orientation. As previously stated, the Plan highlights that the HSCP will undertake the LGBT Youth Scotland Charter of Rights Foundation Award to increase LGBT inclusion in our</p>	

	<p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity ✓</p> <p>3) Foster good relations between protected characteristics.</p>	<p>services. Successful completion of the award will increase the capacity of the HSCP workforce to deliver a high level of person centred care to ensure the services we deliver are inclusive and meet the needs of local LGBT people.</p>	
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(j)	<p>Socio – Economic Status & Social Class</p> <p>Could the service change or policy have a disproportionate impact on the people because of their social class or experience of poverty and what mitigating action have you taken/planned?</p>	<p>There is no scope for the strategy to have a disproportionate differential impact on the grounds of Socio-Economic Status and Social Class.</p> <p>Research by Carers Scotland found that 52% of carers were unable to afford their monthly expenses.</p> <p>The strategy aims to progress activities that will support unpaid carers with the cost of living including to provide targeted support to ensure unpaid carers maximise their benefits, have access to grants and any other financial support.</p>	
	Protected Characteristic	Service Evidence Provided	Additional Requirements
(k)	<p>Other marginalised groups</p> <p>How have you considered the impact on other groups including homeless people, prisoners and ex-offenders, ex-service personnel, people with addictions, asylum seekers & refugees and travellers?</p>	<p>The strategy commits to deliver services that are transparently fair, equitable and empowering and that take action to meet the needs of unpaid adult carers from equality groups and marginalised communities.</p>	
	Protected Characteristic	Service Evidence Provided	Additional Requirements

<p>8.</p>	<p>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?</p> <p>Your evidence should show due regard to meeting the 3 parts of the General Duty. Tick all that have been included in your evidence (at least one required).</p> <p>1) Remove discrimination, harassment and victimisation</p> <p>2) Promote equality of opportunity✓</p> <p>3) Foster good relations between protected characteristics.</p> <p>*The Fairer Scotland Duty (2018) places a legal responsibility on public bodies in Scotland to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage in strategic planning.</p>	<p>The Plan is not a response to cost saving measures but should result in a more effective use of finite resources in delivering fair and equitable care to those who need it most.</p> <p>A Renfrewshire Carers Centre survey found that:</p> <ul style="list-style-type: none"> • 95% of carers felt their emotional health and wellbeing were affected by the pandemic • 78% stated their caring role increased to over 50 hours per week in mostly personal care. <p>From this feedback the HSCP will:</p> <p>Build carer friendly communities across Renfrewshire so that carers can access the support they need to continue to care. We will increase the number of carers being identified by a wide-reaching carer awareness and pathway development programme with our services, acute and community health partners, the voluntary sector and in the community, and run campaigns targeting communities of carers less well known to us.</p> <p>The creation of the care planning groups has enabled further opportunities to hear the voices of the people in the community with lived experience in relation to services and we will take action to mitigate the negative impacts of the pandemic on health and wellbeing by supporting our most vulnerable and disadvantaged communities.</p>	
	<p>Lead Reviewer Question</p>	<p>Service Evidence Provided</p>	<p>Additional Requirements</p>
<p>9.</p>	<p>What investment in learning has been made for staff to help prevent discrimination, promote equality of opportunity and foster good relations between protected characteristic groups? As a minimum this should include recorded completion rates of statutory and mandatory learning programmes covering equality, diversity and human rights.</p>	<p>The Social Work Professional Training Team offers a wide range of training courses and development opportunities for partnership staff. Many courses cover guidance and awareness training for those working with vulnerable people who may be covered by protected characteristics. Some examples of our staff training courses include:</p> <ul style="list-style-type: none"> • Financial Harm Awareness and the links to Adult Support and Protection; • Technology Enabled Care Service (TECS) Awareness Training; • Autism Awareness/ Learning Disability/ Dementia; 	

		<ul style="list-style-type: none"> • Person Centred Planning; • Anti-Stigma training (Renfrewshire): Understanding Mental Health; • Anti-Racist Practice in Social Work; • Domestic Abuse; • Various Welfare Rights and Benefits courses. <p>Equality training courses are also available through Renfrewshire Council Corporate Services and NHSGGC. The HSCP continue to deliver training for staff and partners to raise awareness of Equality and Diversity and Unconscious Bias.</p> <p>Our IJB, SPG and Senior Management Team have already undertaken unconscious Bias training and members of our SPG have been provided with Race Equality Training.</p> <p>In addition, specialised training in areas like Financial Inclusion and Routine Sensitive Enquiry are also delivered to staff.</p>	
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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.

The strategy will not act in a way that could impact on the human rights of patients, service users or staff. By continuing to implement the duties in the Carers Act and promoting unpaid carers rights through the national carers charter, the strategy will enhance the rights of unpaid carers.

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*** .

Through the delivery of the strategy, there is an expectation that person-centred interventions will be shaped by applying the PANEL principles and putting the rights of the service user at the heart of delivery.

- ***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.

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 requirements boxes completed above, please summarise the actions this service will be taking forward.

ACTIONS	Date for completion	Who is responsible?(initials)
Engage unpaid adult carers as part of the consultation for the strategy’s action plan.	Ongoing	AM
Support unpaid carers to become more confident online.	Ongoing	AM
Produce an accessible version of the Unpaid Adult Carers Strategy 2022 - 2025	1/11/22	AM

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

1/4/23

Lead Reviewer:	Name	Frances Burns
EQIA Sign Off:	Job Title	Head of Strategic Planning & Health Improvement
	Date	07/12/22

Quality Assurance Sign Off:	Name	Alastair Low
	Job Title	Planning and Development Manager
	Signature	Alastair Low
	Date	07/12/22

Please email a copy of the completed EQIA form to CITAdminTeam@ggc.scot.nhs.uk, or send a copy to Corporate Inequalities Team, NHS Greater Glasgow and Clyde, JB Russell House, Gartnavel Royal Hospital, 1055 Great Western Road, G12 0XH. Tel: 0141-201-4560. The completed EQIA will be subject to a Quality Assurance process and the results returned to the Lead Reviewer within 3 weeks of receipt.

Please note – your EQIA will be returned to you in 6 months to complete the attached review sheet (below). If your actions can be completed before this date, please complete the attached sheet and return at your earliest convenience to: CITAdminTeam@ggc.scot.nhs.uk

**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

Name of completing officer:

Date submitted:

Please email a copy of this EQIA review sheet to egia1@ggc.scot.nhs.uk or send to Corporate Inequalities Team, NHS Greater Glasgow and Clyde, JB Russell House, Gartnavel Royal Hospitals Site, 1055 Great Western Road, G12 0XH. Tel: 0141-201-4817.

21/12/2022 10:30