

EQUALITY IMPACT ASSESSMENT (EQIA)
SCREENING FORM

1. Introduction to the EQIA process

A successful EQIA will look at 5 key areas:

- **Identify the Policy, Project, Strategy or Service to be assessed** – a clear definition of the (PPSS) and its aims;
- **Screening** - Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups);
- **Prioritising Impact** – reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level,
- **Action Planning**– develop an action plan to make changes where a negative impact has been assessed
- **Measuring outcomes** – stating how you will monitor and evaluate the PPSS to ensure that you are continuing to achieve the expected outcomes for all groups.

2. Name of the PPSS:

Integration Scheme for Glasgow City Council / NHS Greater Glasgow and Clyde

3. List main activities of the PPSS

The Integration Scheme sets out the agreements made locally to support effective integration of health and social care functions.

4. Who will be the main beneficiaries of the PPSS

The Integration Scheme applies to all social care and community health services delivered in Glasgow, therefore all residents and service users benefit equally.

5. Name of officer completing assessment

Stuart Donald

DATE 2nd December 2014

6. Assessment Verified by

Janette Cowan

DATE 3rd December 2014

EVIDENCE/ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.	Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.
No previous research exists, the Integration Scheme is being prepared in response to new legislation passed in 2014 The Public Bodies (Joint Working) (Scotland) Act 2014		

DIFFERENTIAL IMPACT

Use the table below to tick where you think the project, policy or strategy has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts.

		Positive Impact – it could benefit an equality group	Good Practice/Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason
GENDER	Women	X			The scheme makes no prescription as to the setting of policy, content of strategic plans or the delivery of services, therefore has no opportunity to negatively impact on any protected characteristic. Effective integrated planning and

		Positive Impact – it could benefit an equality group	Good Practice/Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason
					delivery of services will benefit all services users, patients, carers and families in Glasgow
	Men	X			As above
RACE	Asian People	X			As above
	Black People	X			As above
	Chinese People	X			As above
	White People	X			As above
	People of mixed race	X			As above
	European People (Polish, Greek, Italian, etc)	X			As above
DISABILITY	Physical disability	X			As above
	Sensory Impairment (sight, hearing,)	X			As above
	Mental Health Issues	X			As above
LGBT	Lesbians	X			As above
	Gay Men	X			As above
	Bisexual	X			As above
	Transgender	X			As above
AGE	Older People (60 +)	X			As above
	Younger People (16-25)	X			As above
	Children (0-16)	X			As above
RELIGION & BELIEF	All religions	X			As above

Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

IMPACT	YES	NO
HIGH		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.		X
MEDIUM		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		X
LOW		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.	X	
Does the negative impact breach any of the equality legislation? **		No
	Immediately	Within next 6 months
The negative impact requires action to be taken	No	No

TAKING ACTION

IMPACT ASSESSMENT ACTION PLAN

Project, Policy or Strategy Name	Issues	Action Required	Lead Officer	Timescale	Completed/date of review
	Could you remove the negative impact from the project, policy or strategy?	N/A			
	Could you change the project, policy of strategy to have a	N/A			

	positive impact?				
	If you can do neither of the above, please recommend the next steps to be taken.	None			

MEASURING OUTCOMES

The equalities impact assessment is not an end in itself but the start of a continuous monitoring and review process. It is our responsibility to identify any current, new or developing issues raised by the community. Individual services are responsible for conducting the impact assessment for their area, staff from Planning, Policy and Equality will be available to provide support and guidance.

Legislation

The Race Relations (Amendment) Act 2000 extends the scope of the Race Relations Act 1976 to cover all the functions of the Council. It gives most public authorities, including the Council, a general duty to promote race equality. That duty requires the Council when carrying out our policies, employing people and delivering services, in partnerships or otherwise, to have due regard to the need to

- Eliminate unlawful racial discrimination;
- Promote equality of opportunity; and
- Promote good relations between persons of different racial groups.

The general duty is supported by specific duties that cover, among other things, employment, training and ethnic monitoring.

Disability Discrimination Act There is a general duty which applies to all public authorities, plus additional specific duties to support the majority of public authorities in achieving the outcomes required by the general duty. The basic requirement for a public authority when carrying out their functions is to have due regard to the need to do the following:

- promote equality of opportunity between disabled people and other people
- eliminate discrimination that is unlawful under the Disability Discrimination Act
- eliminate harassment of disabled people that is related to their disability
- promote positive attitudes towards disabled people
- encourage participation by disabled people in public life
- take steps to meet disabled people's needs, even if this requires more favourable treatment.
- Due regard' means that authorities should give due weight to the need to promote disability equality in proportion to its relevance.

Equality Act 2006 and the Gender Equality Duty

The Equality Act 2006 amended the Sex Discrimination Act 1975 to place the statutory duty on public authorities, when carrying out their functions, to have due regard to the need to:

- eliminate unlawful discrimination and harassment; and
- promote equality of opportunity between men and women

This is the general gender equality duty, which is supported by specific duties that cover among other things equal pay, occupational segregation and education.

To have due regard means that the weight given to the need to promote gender equality is proportionate to its relevance to a particular function. It will mean giving

more consideration and resources to functions or policies that have most effect on the public, or the Council's employees, or on a section of the public or on a section of the Council's employees, for example, transsexual employees.

The gender equality duty incorporates a statutory duty to pay due regard to the need to eliminate discrimination and harassment towards transsexual staff. This applies at present to employment and vocational training.