

Equality Impact Assessment Template – Policy, function or strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	HSCP Strategic Commissioning Plan 2024-27
b.	Responsible organisation(s)/Lead Service	Inverclyde Health and Social Care Partnership
c.	Lead Officer	Scott Bryan, Service Manager, Performance, Planning and Inequalities
d.	Date of Impact Assessment	09 th April 2024
e.	Partners/other Services involved in the development of the policy, function or strategy	Inverclyde Strategic Planning Group Inverclyde HSCP Senior Management Team Third Sector Partners
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised
g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	The strategy sets out the HSCPs direction to address and improve the health and wellbeing of the people of Inverclyde. It details the HSCPs Vision and Priorities for the next three years and identifies the key actions and enablers to achieve them.
h.	What are the intended outcomes of the policy, function or strategy?	Through delivery of the strategic plan, the anticipated outcome is that the overall health and wellbeing of the people of Inverclyde has improved, that the negative impacts of local inequalities are reduced, and that all people in need have access to the appropriate support and resources they need.

¹ Please attach details of the policy, function or strategy to this Template,

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i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde wide	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
		<input checked="" type="checkbox"/>	Advance equality of opportunity between people of different groups
		<input checked="" type="checkbox"/>	Foster good relations between people from different groups
k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	Yes, the development of the strategy was informed by local conversations with Inverclyde communities and appropriate stakeholders. This engagement will continue in a range of formats as the plan progresses.	

2. Does the policy, function or strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	✓	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	✓	
c. Inverclyde Alliance Partnership Plan 2023/33 ³ (see Section 7)		

² [Fairer Scotland Duty: guidance for public bodies](#)

³ [Inverclyde Alliance Partnership Plan 2023/33](#)

d. Council Plan 2023/28 ⁴ (see Section 8)	
3. If 'Yes' is selected for any part of Section 2, please populate the other relevant Sections of this Template.	
4. If 'No' is selected for <u>every part</u> of Section 2, please state the reasons for this.	
<p>Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy and Performance Officer:</p> <p><u>karen.barclay@inverclyde.gov.uk</u></p>	
Signature:	Date:

3. Impact – Protected Characteristics						
Which of the Protected Characteristics will the policy, function or strategy have an impact upon?						
	Impact					
Protected Characteristic	Positive		Neutral	Negative		Reasons/Comments
	High	Low		High	Low	
Age	✓					The plan sets out to address the high levels of inequalities locally and identifies the concerns around many of the children and young living in

⁴ [Council Plan 2023/28](#)

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						<p>Inverclyde. Many of the priorities and actions identified are aimed at improving services for young people and providing greater support to local families.</p> <p>In addition, the plan also identifies the challenge of the growing older people population in Inverclyde and again identifies actions on how we shall continue to support this group to remain healthy and independent.</p>
Disability	✓					<p>The plan sets out the HSCPs ambition to support all people in Inverclyde to be active and respected members of our community. The plan contains several actions to provide support to those with disabilities.</p>
Gender Reassignment			✓			<p>It is not anticipated that this plan will have any negative or adverse impacts on those identifying with this protected characteristic.</p>
Marriage and Civil Partnership			✓			<p>It is not anticipated that this plan will have any negative or adverse impacts on those identifying with this protected characteristic.</p>
Pregnancy and Maternity	✓					<p>One of our new strategic priorities has a focus on providing greater support to families to ensure they are fully supported. The HSCP continues to deliver actions and services to support those during the pregnancy and maternity period.</p>
Race		✓				<p>One of the our new priorities focuses on building inclusive and supportive communities, this includes those New Scots who have made Inverclyde their home. Actions are included that aim to improve the experience of people identifying with this protected characteristic.</p>
Religion and Belief			✓			<p>It is not anticipated that this plan will have any negative or adverse impacts on those identifying with this protected characteristic.</p>
Sex		✓				<p>Actions within the plan reflect support for women who experience gender-based violence.</p>
Sexual Orientation			✓			<p>It is not anticipated that this plan will have any negative or adverse impacts on those identifying with this protected characteristic.</p>

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Other groups to consider <ul style="list-style-type: none"> • Carers 	✓					The new strategic plan has specifically mentioned within one of the new strategic priorities. Actions have also been identified to support local carers.
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4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
<input checked="" type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by The Equality Act 2010
<input checked="" type="checkbox"/>	Advance equality of opportunity between people from different groups
<input checked="" type="checkbox"/>	Foster good relations between people from different groups

5. Impact – Groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
<p style="text-align: center;"> Positive impact + <i>(Describe groups affected.)</i> </p> <p>Overall, it is anticipated that the strategic direction outlined in the Strategic Commissioning Plan will have a positive impact on all people in Inverclyde.</p>	<p style="text-align: center;"> Negative impact - <i>(Describe groups affected.)</i> </p> <p>No adverse or negative impacts were identified as a result of implementing this strategy.</p>

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The plan seeks to improve support to those most in need, and underlines a specific focus on those who are more greatly impacted by local inequalities. Actions to support local people are varied but include:

- Improving access to services through redesign of our ‘front doors’
- Enhancing our trauma informed approaches to ensure all people who access our services feel safe and supported.
- Working closely with our partners in the third an independent sector to empower communities, improving local health literacy and access to community-based supports.
- Removing stigma, discrimination and improving supports for those in often excluded groups (including New Scots, those with disabilities, those experiencing poor mental health and those experiencing harm from drug and alcohol use)

Specifically the plan is likely to positively impact a number of protected groups, including: Age, Disability, Pregnancy and Maternity, Race, Sex, and other groups such as carers.



6. Impact – Fairer Scotland Duty

What impact will the policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
YES	NA	No
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>The HSCP Strategic Plan 2024-27 sets out a vision and priorities to improve the health and wellbeing and long-term health outcomes for the people of Inverclyde. Underpinning the full strategy is the need to address the high levels of inequalities that exist locally. Through it's priorities and actions, the strategy will seek to address local inequality, by providing people with the right care for their needs and focusing our resources where demand and need is greatest. This will mean a greater focus on more deprived and traditionally harder to reach areas and communities.</p>		

7. Impact – Inverclyde Alliance Partnership Plan 2023/33

Which Themes from the Inverclyde Alliance Partnership Plan 2023/33 will the policy, function or strategy impact on?

<input checked="" type="checkbox"/>	<p>Theme 1: Empowered people</p> <ul style="list-style-type: none"> • Communities can have their voices heard, and influence the places and services that affect them • Gaps in outcomes linked to poverty are reduced
<input checked="" type="checkbox"/>	<p>Theme 2: Working people</p> <ul style="list-style-type: none"> • More people will be in sustained employment, with fair pay and conditions • Poverty related gaps are addressed, so young people can have the skills for learning, life and work • Businesses are supported and encouraged to reduce their carbon footprint and develop green jobs
<input checked="" type="checkbox"/>	<p>Theme 3: Healthy people and places</p>

	<ul style="list-style-type: none">• People live longer and healthier lives• Supportive systems are in place to prevent alcohol and drug misuse• Our natural capital is looked after, and we are effectively adapting and mitigating the effects of climate change
<input checked="" type="checkbox"/>	Theme 4: A supportive place <ul style="list-style-type: none">• Vulnerable adults and children are protected and supported, ensuring they can live safely and independently• We recognise where people are affected by trauma, and respond in ways that prevent further harm and support recovery• Public protection and community safety are improved through targeting our resources to reduce the risk of offending and harm
<input checked="" type="checkbox"/>	Theme 5: A thriving place <ul style="list-style-type: none">• Growth in our working age population by encouraging people to stay here, and attracting new people to settle here• Development of strong community-based services that respond to local need• Homes are energy efficient and fuel poverty is reduced• Increased use of active travel and sustainable transport options• Easy access to attractive and safe public spaces, and high-quality arts and cultural opportunities

Briefly describe how the policy, function or strategy will impact on the Inverclyde Alliance Partnership Plan 2023/22 Themes.
Through delivery of our vision and strategic priorities the HSCP will seek to empower local communities through more focused support services and interventions. A key focus of the strategy is ensuring people in Inverclyde are supported to achieve our shared goals of a healthy life, free from poverty and harm. This aligns overall with the Alliance Local Outcome Improvement Plan.

8. Impact – Council Plan 2023/28

Which Themes from the Council Plan 2023/28 will the policy, function or strategy impact on?

<input checked="" type="checkbox"/>	Theme 1: People <ul style="list-style-type: none">• Our young people have the best start in life through high quality support and education• Gaps in outcomes linked to poverty are reduced• People are supported to improve their health and wellbeing
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	<ul style="list-style-type: none">• More people will be in employment, with fair pay and conditions• Our most vulnerable families and residents are safeguarded and supported
<input checked="" type="checkbox"/>	Theme 2: Place <ul style="list-style-type: none">• Communities are thriving, growing and sustainable• Our strategic housing function is robust• Our economy and skills base are developed• We have a sufficient supply of business premises• Our natural environment is protected
<input checked="" type="checkbox"/>	Theme 3: Performance <ul style="list-style-type: none">• High quality and innovative services are provided, giving value for money• Our employees are supported and developed

Briefly describe how the policy, function or strategy will impact on the Council Plan 2023/28 Themes.
As above, the plan seeks to improve outcomes for people across Inverclyde, supporting them to improve and maintain positive physical and mental health and social wellbeing.
In addition, the plan sets out how the HSCP seeks to work differently going forward, highlighting how we can improve services and performance for local people, by redesigning key services and improving the skills of our workforce.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens’ Panel, focus groups, interviews, projects, user feedback, complaints, Officers’ knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/engagement (including any carried out while developing the policy, function or strategy)	The plan was subject to a broad development process including wide ranging consultation with community and stakeholder groups. A public consultation in January 2024 evidenced support for the new Strategic Priorities.
Research	Joint Strategic Needs Assessment produced in partnership with Public Health Scotland NHS Greater Glasgow and Clyde Adult Health and Wellbeing Survey (2024)
Officers’ knowledge and experience (including feedback from frontline staff)	Engagement with HSCP service areas.
Equalities monitoring data	
User feedback (including complaints)	
Stakeholders	Engagement and Review undertaken by IJB Strategic Planning Group and HSCP Senior Management Team.

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Other	
Are there information gaps and, if so, what are these?	

10. Consequences of Analysis

What steps will you take in response to the findings of your analysis? Please select at least one of the following and provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	Plan will proceed as is.
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

The implementation of the Strategic Commissioning Plan will be monitored by the Strategic Planning Group on behalf of the Inverclyde IJB. To help monitor implementation a robust performance and outcomes framework will be produced and used to provide regular update to key stakeholder groups.

In addition, we are required to produce and publish an Annual Performance Report reflecting our progress towards the Strategic Plan and the 9 national health and wellbeing outcomes.

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<p>When is the policy, function or strategy due to be implemented?</p> <p>April 2024 – (IJB approval May 2024)</p>
<p>When will the policy, function or strategy be reviewed?</p> <p>The plan will be reviewed by March 31st 2027</p>
<p>What resources are available for the implementation of the policy, function or strategy? Have these resources changed?</p> <p>The IJB budget was approved in March 2024. These resources will be used to implement the new Strategic Commissioning Plan.</p>

<p>11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.</p>
<p>NA</p>

Details of the Person(s) who completed the Assessment:	
Name:	Scott Bryan
Position:	Service Manager, Planning, Performance and Equalities
Date:	09/04/2024
Authorised by:	
Name:	Craig Given
Position:	Head of Finance, Planning and Resources, Inverclyde HSCP
Date:	09/04/24

Please send a copy of the completed Template to Karen Barclay, Corporate Policy and Performance Officer at karen.barclay@inverclyde.gov.uk.