

Equality Impact Assessment Tool: Policy, Strategy and Plans

(Please follow the EQIA guidance in completing this form)

1. Name of Strategy, Policy or Plan

Improving Older People's services in North West Glasgow Stakeholder Engagement Plan

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

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

Proposal to improve services for older people in North West Glasgow providing better care and more effective rehabilitation of elderly patients.

New models of care require hospital facilities to provide ready access to a broad range of clinicians and diagnostic services to support patients to return as quickly as possible to their home and community.

Delivery of this model of care will have an impact on some of the services on the Drumchapel Hospital site.

It involves transferring two rehabilitation wards, day hospital and outpatient services to Gartnavel General Hospital from Drumchapel Hospital. Reproviding NHS continuing care to other suitable locations across North and West Glasgow.

This EQIA focuses on the engagement plan for the above proposal.

3 Lead Reviewer

John Barber, Patient Experience Public Involvement Manager

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

Nicole McInally (NHSGGC), Flora Muir (NHSGGC), Sheen Glass (Glasgow Older People's Welfare Association)

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 engagement plan adheres to Scottish Government Guidance, CEL4 (2010) - Informing, Engaging and Consulting.

This Engagement Plan is to ensure that all protected characteristics have the opportunity to comment on the proposal. Methods, information, materials and venue are accessible to all. The Stakeholder Reference Group includes a cross-section of communities and staff. The Stakeholder Reference group will approve all interactions involved in the engagement plan

B What is known about the issues for people with protected characteristics in relation to the services or activities affected by the policy?

		Source
All	In the development on the engagement plan, there has been a site visit; staff have been informed; patients and carers have been informed. Furthermore, a Stakeholder Reference Group will be established. This engagement plan has incorporated learning from previous engagement processes. This proposal will primarily affect older patients and their family/carers. Planning Managers have undertaken an analysis of all potentially affected patients. This analysis can provide age groups/postcodes and gender data.	NHSGGC's Information Services e.g. TrakCare and clinical portal.
Sex	Patients are predominantly female.	
Gender Reassignment	The objective of the engagement plan is to be as inclusive as possible	

Race	The objective of the engagement plan is to be as inclusive as possible	
Disability	The objective of the engagement plan is to be as inclusive as possible.	
Sexual Orientation	The objective of the engagement plan is to be as inclusive as possible	
Religion and Belief	The objective of the engagement plan is to be as inclusive as possible	
Age	This proposal will primarily affect older patients and their family/carers. However, the objective of the engagement plan is to be as inclusive as possible.	
Pregnancy and Maternity	The objective of the engagement plan is to be as inclusive as possible	
Marriage and Civil Partnership	The objective of the engagement plan is to be as inclusive as possible	
Social and Economic Status	The objective of the engagement plan is to be as inclusive as possible	

<p>Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)</p>			
<p>C Do you expect the policy to have any positive impact on people with protected characteristics?</p>			
	<p>Highly Likely</p>	<p>Probable</p>	<p>Possible</p>
<p>General</p>	<p>Yes, the objective of the engagement plan is to give communities the opportunity to be involved in the consultation process and have their views heard.</p>	<p>Information and materials will comply with NHSGGC's Clear to All Policy</p>	<p>The engagement plan will recognise non traditional families and other support networks e.g. neighbours.</p>
<p>Sex</p>		<p>Any engagement events need to take cognisance of carer's responsibilities e.g. childcare and other commitments. Timing of events will reflect this. Therefore, there will be afternoon and evening meetings.</p>	

Gender Reassignment			
Race		Information will be provided in other languages upon request. The publicity material includes a statement to identify additional needs and meet these as required.	
Disability		If transport is an issue, we can arrange this on an individual basis.	
Sexual Orientation			Patient's partners and family will be encouraged to provide feedback.
Religion and Belief		We will cater for dietary requirements e.g. Vegan, Halal, Kosher, Vegetarian upon request. Events will not conflict with religious festivals.	

Age	The plan states that venues will be accessible for people with mobility issues and disabilities. There are meetings in the afternoon and evening to encourage people to attend. The engagement plan has taken cognisance of the needs of the elderly and have contacted local support organisations and groups.		
Marriage and Civil Partnership		Patient's partners and family will be encouraged to provide feedback.	
Pregnancy and Maternity		If required, venues will have baby changing and breast feeding facilities	
Social and Economic Status		All groups will be encouraged to give feedback during the consultation process.	
Other marginalised groups (homeless, addictions, asylum seekers/refug		All groups will be encouraged to give feedback during the consultation process.	

ees, travellers, ex-offenders			
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D Do you expect the policy to have any negative impact on people with protected characteristics?			
	Highly Likely	Probable	Possible
General	Not applicable	Not applicable	Not applicable
Sex	Not applicable	Not applicable	Not applicable
Gender Reassignment	Not applicable	Not applicable	Not applicable
Race	Not applicable	Not applicable	Not applicable
Disability	Not applicable	Not applicable	Not applicable

Sexual Orientation	Not applicable	Not applicable	Not applicable
Religion and Belief	Not applicable	Not applicable	Not applicable
Age	Not applicable	Not applicable	Not applicable
Marriage and Civil Partnership	Not applicable	Not applicable	Not applicable
Pregnancy and Maternity	Not applicable	Not applicable	Not applicable
Social and Economic Status	Not applicable	Not applicable	Not applicable
Other marginalised groups	Not applicable	Not applicable	Not applicable

(homeless, addictions, asylum seekers/refugees, travellers, ex- offenders			
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E Actions to be taken		
		Responsibility and Timescale
E1 Changes to policy		
E2 action to compensate for identified negative impact		
E3 Further monitoring – potential positive or negative impact	The whole engagement process will be evaluated by the Scottish Health Council and the Stakeholders Reference Group	
E4 Further information required		

6. Review: Review date for policy / strategy / plan and any planned EQIA of services

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Lead Reviewer: Name:
Sign Off: Job Title
Signature
Date:

Please email copy of the completed EQIA form to EQIA1@ggc.scot.nhs.uk

Or send hard copy to:

Corporate Inequalities Team, NHS Greater Glasgow and Clyde, JB Russell House, Gartnavel Royal Hospital, 1055 Great Western Road, Glasgow, G12 0XH