

**A PICTURE OF HEALTH**  
**INITIAL REVIEW ASSESSING THE EQUALITY**  
**AND DIVERSITY IMPACT OF PROPOSALS**

A rapid Equality and Diversity Impact assessment has been conducted on the overarching “A Picture of Health” Strategy.

This assessment concludes that “A Picture of Health” will have an impact on the entire population of Lanarkshire, with specific implications for specific communities and parts of the population. This will include ethnic minority and other potentially excluded communities. Consideration of the specific impact of deprivation is the subject of detailed analysis in a separate paper produced as Appendix 4.

NHS Lanarkshire is committed to completion and response to a process of full Impact Assessment as “A Picture of Health” progresses from high level strategy to detailed implementation planning.

This will ensure that equality of opportunity, access and provision remains a key consideration in meeting the diverse health and health service needs of communities. It will also ensure that NHS Lanarkshire fulfils its statutory obligation to meet the Public Sector duties on Equality.

NHS Lanarkshire will therefore build on the work already undertaken with the public and staff to establish a Values based approach as a key influence on decision-making in “A Picture of Health”.

Each proposal and work stream within “A Picture of Health” will be the subject of a full Equality and Diversity Impact Assessment to ascertain the impact on communities. Where adverse impact is identified, account will be taken of this at the appropriate stage in the detailed planning of services.

It is recognised that in conducting this series of full Impact Assessments, in meeting statutory obligations, NHS Lanarkshire may require to enter into further discussion and engagement with communities to collect evidence and to facilitate influence over the planning and decision-making in the delivery of “A Picture of Health”.

NHS Lanarkshire will deliver a programme of development and training for key staff involved in the various full Impact Assessments.

**KENNETH A SMALL**  
**DIRECTOR OF ORGANISATIONAL DEVELOPMENT**  
**19.06.06**

## Rapid Equality and Diversity Impact Assessment Document

Name of Policy / Proposal			
	<b>“A Picture of Health” Strategy</b>	<b>Supporting evidence</b>	
1.1	<p>What are the main aims of the proposal?</p> <ol style="list-style-type: none"> <li>1. Is this a new or existing policy?</li> <li>2. What is the main purpose of the initiative?</li> <li>3. What are the intended outcomes from the proposed policy?</li> <li>4. Relevance of Policy: State whether Low or High  <a href="http://www.cre.gov.uk/duty/reia/when.html#which">http://www.cre.gov.uk/duty/reia/when.html#which</a></li> </ol>	<p>New</p> <p>To modernise NHS Lanarkshire’s services to make them fit for the future</p> <p>To improve the health and healthcare of the people of Lanarkshire</p> <p>High</p>	<p>Major service redesign</p>
1.2	<p>Review “Team” :</p> <ol style="list-style-type: none"> <li>1. Names</li> <li>2. Role of Assessment Team</li> </ol>	<p>Pam Milliken Hina Sheikh</p> <p>Completed the Rapid Impact Checklist and decided to complete the full assessment</p>	
2.1	<p>Which groups of the population will be affected by the proposal/policy?</p>		

	<ul style="list-style-type: none"> <li>• Will it impact on the whole population?</li> <li>• If not, which individuals and groups are likely to have an interest in/be affected by the proposals?</li> <li>• Is there any foreseeable impact on individuals and groups who can be identified by membership of any of the following groups:             <ol style="list-style-type: none"> <li>1. Minority ethnic communities including Gypsy Travellers, Refugees &amp; Asylum Seekers.</li> <li>2. Women</li> <li>3. Men</li> <li>4. Religious/Faith groups</li> <li>5. Disability (Physical or Learning)</li> <li>6. Older people</li> <li>7. Children &amp; Young People</li> <li>8. The LGBT community</li> <li>9. Homeless</li> <li>10. Individuals with Mental Health issues</li> <li>11. Staff</li> </ol> </li> </ul>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>1. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>2. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>3. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>4. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>5. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>6. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>7. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>8. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>9. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>10. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>11. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	
2.2	<p>If any potential impact on any of these groups has been identified, please give details - including if impact is anticipated to be positive or negative.</p>	<p>A Picture of Health will affect health and healthcare for the whole population of Lanarkshire Includes specific proposals on services for:</p> <ul style="list-style-type: none"> <li>• People with disabilities, particularly learning disabilities</li> </ul>	

		<ul style="list-style-type: none"> <li>• Older people</li> <li>• Children and young people</li> <li>• People with mental health issues</li> </ul> <p>In relation to people with learning disabilities, children and young people and people with mental health issues, the proposals are in line with and built on existing NHS Lanarkshire strategies. These proposals relate primarily to developing community based care and moving away from institutional care. This is viewed as having a positive outcome for individuals.</p> <p>As part of A Picture of Health a major review of older people's care was completed. This includes:</p> <ul style="list-style-type: none"> <li>• Developing care management</li> <li>• Developing rapid assessment and treatment services</li> <li>• Providing support to day care and care homes</li> <li>• Reconfiguring inpatient provision</li> </ul>	
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		<p>These proposals have been developed with older peoples representatives and interest groups and are viewed as having positive outcomes for older people.</p> <p>A Picture of Health will have a major impact on staff across NHS Lanarkshire. An organisational change and workforce plan will be developed as part of A Picture of Health implementation. A Picture of Health has been developed to introduce new ways of working and new role development for staff.</p>	
2.3	<p><b>What impact will the proposal have on lifestyles? For example, will the changes affect:</b></p> <ol style="list-style-type: none"> <li>1. Diet and nutrition?</li> <li>2. Exercise and physical activity?</li> <li>3. Substance use: tobacco, alcohol or drugs?</li> <li>4. Risk taking behaviour?</li> <li>5. Education and learning, or skills?</li> <li>6. Other</li> </ol>	<ol style="list-style-type: none"> <li>1. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>2. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>3. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>4. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>5. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>6. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></li> </ol>	<ol style="list-style-type: none"> <li>1.,2. and 3. Proposals in relation to health improvement are included in A Picture of Health</li> <li>4. Risk taking behaviour in relation to proposals on sexual health, suicide and self harm</li> <li>5. Proposals on improving self care</li> </ol>

2.4	<p><b>Does your policy consider the impact on the social environment? Things that might be affected include :</b></p> <ol style="list-style-type: none"> <li>1. Social status</li> <li>2. Employment (paid or unpaid)</li> <li>3. Social/family support</li> <li>4. Stress</li> <li><b>5. Income</b></li> <li>6. Will the proposal have any impact on Discrimination?</li> <li>7. Equality of opportunity?</li> <li>8. Relations between groups?</li> <li>9. Other</li> </ol>	<ol style="list-style-type: none"> <li>1. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>2. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>3. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>4. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>5. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>6. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>7. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>8. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>9. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></li> </ol>	<ol style="list-style-type: none"> <li>1. Proposals are included within PoH to improve primary and community services particularly in areas of deprivation This includes developments planned through Scottish Executive's 2010 initiative</li> <li>2. Commitment has been made that services reconfiguration is not about cutting back services</li> <li>3. Proposals include support for carers and families and covers training for self management for long term conditions</li> <li>4. Proposals include mental health services and health improvement for individuals with mental health issues</li> <li>5. Consideration of the configuration of acute services has taken into account deprivation including income and</li> </ol>
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			issues such as the cost of transport 6 ,7 and 8 A statement of intent included in relation to Equality
2.5	<p>Will the proposal have an impact on the physical environment? For example, will there be impacts on:</p> <ol style="list-style-type: none"> <li>1. Living conditions?</li> <li>2. Working conditions?</li> <li>3. Pollution or climate change?</li> <li>4. Accidental injuries or public safety?</li> <li>5. Transmission of infectious disease?</li> <li>6. Other</li> </ol>	<ol style="list-style-type: none"> <li>1. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>2. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>3. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>4. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>5. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></li> <li>6. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></li> </ol>	<p>Health improvement proposals are part of PoH and will impact on 1, 2. For 3 the impact of the changes to acute services on the level of travel have been considered. For some services travel will be increased and other services will be provided more locally. The business cases for work at the acute sites will consider traffic and pollution impact in more detail. For 4. business cases will be undertaken for all the capital developments and as part of this health and safety considerations will be taken into account. For 5. work is outlined within PoH on hospital-acquired infection.</p>

2.6	<p><b>Will the proposal affect access to and experience of services?</b> For example:</p> <ol style="list-style-type: none"> <li>1. Health care</li> <li>2. Social Services</li> <li>3. Education</li> <li>4. Transport</li> <li>5. Housing</li> </ol>	<table border="0"> <tr> <td>1. Yes <input checked="" type="checkbox"/></td> <td>No <input type="checkbox"/></td> </tr> <tr> <td>2. Yes <input checked="" type="checkbox"/></td> <td>No <input type="checkbox"/></td> </tr> <tr> <td>3. Yes <input checked="" type="checkbox"/></td> <td>No <input type="checkbox"/></td> </tr> <tr> <td>4. Yes <input checked="" type="checkbox"/></td> <td>No <input type="checkbox"/></td> </tr> <tr> <td>5. Yes <input type="checkbox"/></td> <td>No <input checked="" type="checkbox"/></td> </tr> </table>	1. Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	2. Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	3. Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	4. Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	5. Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	<ol style="list-style-type: none"> <li>1. PoH is aimed to improve health status and health care across Lanarkshire</li> <li>2. Many of the proposals involve joint working and joint service provision with social services particularly in relation to mental health, learning disabilities, and services for children, older people and long-term conditions.</li> <li>3. Health improvement will involve education of the public on healthy living. There are also initiatives planned in conjunction with schools such as health promoting schools and nurseries.</li> <li>4. There are proposals in relation to transport to and from health services</li> </ol>
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3.1	<p><b>Consultation</b></p> <p>1. What existing consultation data do we have or <i>need</i></p>	<p>1. PoH underwent a formal 3-month Public Consultation from 30 January 2006. A full report on the consultation process was provided to the Board meeting on 24 May 2006.</p>	
	<p>2. Existing consultation sources:</p> <p>3. Original Consultations:</p>	<p>2 and 3. PoH was drawn up through an engagement process with a range of stakeholders.</p>	
	<p>4. Key Learning</p>	<p>4. During the engagement and consultation process on PoH issues have arisen which have influenced work undertaken. This includes areas such as hospital-acquired infection, transport and travel, research on deprivation and old age and the relationship with acute service provision.</p>	

	<p>5. What new consultation, if any, do you <i>need to undertake</i>?</p>	<p>As part of the implementation of PoH there will be involvement of stakeholders (including public, services users, carers, community groups and professionals) in the detailed planning and redesign. The Scottish Health Council also reviews the engagement and consultation process.</p>	
4.1	<p>In relation to the groups identified:</p> <ul style="list-style-type: none"> <li>• What are the potential impacts on health?</li> </ul>	<p>The aim of PoH is to improve the health of the people of Lanarkshire, by working together with people to prevent ill health, promote wellbeing and to deliver high quality health services to those in need</p>	
	<ul style="list-style-type: none"> <li>• Will the policy impact on access to health care ? <ul style="list-style-type: none"> <li>• If yes - in what way?</li> </ul> </li> </ul>	<p>A PoH includes proposals to provide greater services in the community and to reconfigure acute services</p>	

	<ul style="list-style-type: none"> <li>• Will the policy impact on the experience of health care? <ul style="list-style-type: none"> <li>• If yes - in what way?</li> </ul> </li> </ul>	<p>A PoH is a strategic document but will be linked to initiatives around waiting times and unscheduled care collaborative programme. There are also proposals around providing more targeted support to older people and people with long-term conditions to prevent crisis. The proposals around mental health will lead to the modernising of services. A Cancer Centre is also planned</p>	
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<p>5.1</p>	<p>Have any potential negative impacts been identified?</p> <p>1. If so, what action been proposed to counteract these?  <b>Negative</b> impacts (if yes, state how), e.g.</p> <ul style="list-style-type: none"> <li>• Is there any unlawful discrimination?</li> <li>• Could any community get an adverse outcome?</li> <li>• Could any group be excluded from the benefits of the policy/function?</li> </ul> <p>2. Does it reinforce negative stereotypes?</p>	<p>Yes <input checked="" type="checkbox"/>      No <input type="checkbox"/></p> <p>Yes <input checked="" type="checkbox"/>      No <input type="checkbox"/></p> <p>No</p> <p>The public has raised concerns during the consultation process about the impact of changes to general hospital serving communities. Communities are concerned about travelling longer for emergency care and some elective care.</p> <p>No</p>	<p>Access to inpatient services will be reduced and some specialist acute services will be concentrated. For one hospital the full A&amp;E services will be changed to the provision of a minor injury service</p> <p>Improved transportation between acute sites is being considered. This will need to support low income, older people and people with disabilities. Minor injury services in local communities will also be enhanced which will mean these patients can be diverted from A&amp;E and seen nearer to home.</p>
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6.1	<p>Data and Research: Is there a need to gather further evidence/data?</p> <p>1. Are there any apparent gaps in knowledge?</p> <p>2. Is there uncertainty about impacts - both positive and negative?</p> <p>3. Would more evidence clarify uncertainty?</p> <p>(please give details)</p>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	<p>Detailed planning will take place as part of implementation.</p> <p>}</p> <p>}Not at the moment. Will be the }reviewed when looking at }implementation. An agenda for }change is being developed over } the next 5 year or more. This will prioritise the most vulnerable groups such as frail older people, people with long term conditions, people mental health problems and learning disabilities.</p>
7.1	<p>Monitoring</p> <p>1. How will the outcomes be monitored?</p>	<p>Overall outcomes have been identified for the changes. Detailed implementation will involve the setting out the benefits to be realised and monitoring process this will link to main Performance Review mechanisms.</p>	

	<p>2. What monitoring arrangements are in place?</p> <p>3. Who will monitor?</p> <p>4. What criteria will you use to measure progress towards the outcomes?</p>	<p>A new Modernisation Board will oversee implementation and the implementation will be driven through 7 programmes each will have an Executive lead</p>	
8.1	<p>Recommendations</p> <p>(This should include any action required to address negative impacts identified.)</p>	<p>An independent review of the engagement and consultation process identified the need to undertake further work on evaluation. The Scottish Health Council report on the engagement and consultation process is likely to provide further recommendations.</p>	
9.1	<p>Is a more detailed assessment needed? (It is not necessary to subject all proposals to a detailed assessment.)</p> <ul style="list-style-type: none"> <li>If so, for what reason?</li> </ul>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p>A further assessment will be undertaken in 5 years time to review the implementation and impact of PoH</p>

10.1	<p>Completed policy</p> <p>1. Who will sign this off?</p> <p>2. When?</p>	<p>NHS Lanarkshire Board will make a recommendation on PoH at it's meeting in June 2006. This will then go to the Deputy Minister of Health and Community Care for decision making.</p>	
11.1	<p>Publication</p> <p>1. How will you publish?</p> <p>2. Copy given to Directorate Equalities Lead?</p>	<p>The Board Papers for the June Board meeting will be included on the PoH web site. This will include this assessment</p> <p>This paper has been reviewed by Kenny Small, NHS Lanarkshire Equality Lead</p>	

Completion Date: 31 May 2006

Review Date : 30 May 2011