

## Equality, Diversity and Spirituality Strategy

### 1. Energising the Organisation

Action Point	Anticipated Benefit	Requirement Category	Leadership Role
<p>1.1 Establish clear arrangements for governance, accountability and leadership managing progress against the strands of the Equality, Diversity and Spirituality (EDS) Agenda.</p> <p>Publish and promote the arrangements widely across NHS Lanarkshire and with key strategic partners.</p>	<ul style="list-style-type: none"> <li>○ Corporate governance</li> <li>○ Performance management</li> <li>○ PAF Section 5 Compliance</li> <li>○ Meet legal requirements</li> </ul>	F	Kenneth Small
<p>1.2 Establish a set of Organisational Values for NHS Lanarkshire which promotes the importance of enhanced performance in the areas of EDS with the public, patients and staff.</p>	<ul style="list-style-type: none"> <li>○ Values based approach to decision-making</li> <li>○ Clear link between EDS and effective clinical and operational performance</li> </ul>	G	Kenneth Small
<p>1.3 Create and gain NHS Board approval to an NHS Lanarkshire approach to EDS Impact Assessment to inform and influence Policy and Strategic Development, Service Re-design and Modernisation.</p> <p>Implement mechanisms (piloting, written guidance, staff training and advice) to mainstream the Impact Assessment approach to creation of strategies and policies across NHS Lanarkshire.</p>	<ul style="list-style-type: none"> <li>○ Improved access to services, care and treatment.</li> <li>○ Reduced inequalities.</li> <li>○ Fairness and equality.</li> <li>○ Raised profile for EDS consideration.</li> <li>○ Meet legal requirements.</li> </ul>	R	Hina Sheikh

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# Paper 2

Action Point	Anticipated Benefit	Requirement Category	Leadership Role
1.4 Establish a network of EDS champions across the Corporate Directorates, Acute Services, Community Health Partnership and Localities of NHS Lanarkshire to lead and deliver progress in cultural change, organisational awareness and competency.	<ul style="list-style-type: none"> <li>○ Local, shared ownership and responsibilities.</li> <li>○ Potential for local solutions within a corporate framework.</li> <li>○ Local performance improvement</li> </ul>	F	Kenneth Small / Hina Sheikh
1.5 Develop the role of the EDS Development Manager to provide specialist consultancy advice and support to Lanarkshire communities and to staff across NHS Lanarkshire.	<ul style="list-style-type: none"> <li>○ Community development and engagement.</li> <li>○ PAF Section 5 compliance.</li> <li>○ Professional advice and support.</li> <li>○ Enhanced staff awareness and performance.</li> </ul>	G  F	Kenneth Small / Hina Sheikh
1.6 Use information gathered through Community Planning and Development activities across Lanarkshire to inform the priorities and plans of NHSL in the areas of Equality, Diversity and Spirituality	<ul style="list-style-type: none"> <li>○ Community development and engagement.</li> <li>○ PAF Section 5 compliance.</li> <li>○ PFPI.</li> <li>○ Local performance improvement.</li> </ul>	R  F	Kenneth Small / Iain Hair / Hina Sheikh

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## 2. Demography and Health

Action Point	Anticipated Benefit	Requirement Category	Leadership Role
2.1 Establish and maintain a contemporary knowledge and understanding of the demographic profile of ethnic minority and other potentially excluded communities across Lanarkshire, using the national census data, other local information and information generated through Local Authority and Community Planning partnerships.	<ul style="list-style-type: none"> <li>○ Knowledge of geographical township or locality clustering.</li> <li>○ Enhanced ability to communicate, engage with the plan services for local communities.</li> </ul>	F	Dorothy Moir
2.2 Undertake a research and literature search to establish a clear understanding of the specific health needs, clinical morbidity and barriers to access to care and services of ethnic minority and other potentially excluded communities. (Link and benefit from the wider resources of NHS Scotland in this respect).	<ul style="list-style-type: none"> <li>○ Intelligence and early understanding of specific health risks for communities.</li> <li>○ Prioritised and target specific health risks or potential clinical morbidity.</li> <li>○ Community Health Improvement / Public Health.</li> </ul>	F	Dorothy Moir
2.3 Develop a series of health performance indicators for ethnic minority and other potentially excluded communities across Lanarkshire to establish a baseline for performance management and health improvement.	<ul style="list-style-type: none"> <li>○ Contemporary understanding of health status of specific communities.</li> <li>○ Performance measurement and trend analysis.</li> <li>○ Improved and targeted resource utilisation.</li> </ul>	F	Dorothy Moir

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Action Point	Anticipated Benefit	Requirement Category	Leadership Role
2.4 Establish a clear understanding with Managed Clinical Networks (MCN's), Community Health Partnership and localities of their specific health and health improvement roles and responsibilities (collective and individual) in planning for and meeting the needs of ethnic minority and other potentially excluded communities in Lanarkshire.	<ul style="list-style-type: none"> <li>○ Clarity of roles and responsibilities to address health and health improvement needs.</li> <li>○ Effective teamwork and linking of clinical teams.</li> </ul>	<p style="text-align: center;">F</p> <p style="text-align: center;">G</p>	Dorothy Moir / Kenneth Small
2.5 Establish robust MCN, CHP and Locality work plans to address and meet the health and health improvement needs of communities in Lanarkshire.	<ul style="list-style-type: none"> <li>○ Health and health improvement needs of communities fully integrated into the priorities and work programmes.</li> </ul>	<p style="text-align: center;">F</p> <p style="text-align: center;">G</p>	Dorothy Moir / Kenneth Small

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## 3. Access and Service Delivery

Action Point	Anticipated Benefit	Requirement Category	Leadership Role
3.1 Develop a Patient Focus Public Involvement Strategy and Action Plan for 2005/06, which includes a specific section on involvement, engagement and effective communications with ethnic minority and other potentially excluded communities.	<ul style="list-style-type: none"> <li>○ Improved patient, carer and community involvement.</li> <li>○ More informed and knowledgeable communities.</li> <li>○ Enhanced inclusion of communities.</li> </ul>	F  PFPI	Martin Hill / Iain Hair
3.2 Establish and maintain effective communication and regular dialogue with ethnic minority and other potentially excluded communities in relation to the modernisation, re-design and development of health services.  Conduct bespoke consultation with these communities in relation to A Picture of Health and other major service changes.	<ul style="list-style-type: none"> <li>○ Improved patient, carer and community involvement and understanding.</li> <li>○ Reduced anxiety in patients and carers.</li> <li>○ Culturally competent services.</li> <li>○ Enhanced inclusion of communities.</li> </ul>	F  R	Martin Hill
3.3 Review patient and public information on health, health improvement and health services across NHS Lanarkshire to ensure optimum content, style and language for inclusion and understanding by ethnic minority and other potentially disadvantaged communities.	<ul style="list-style-type: none"> <li>○ Improved patient, carer and community involvement and understanding</li> <li>○ Reduced anxiety in patients and carers.</li> <li>○ Health improvement.</li> </ul>	F  R	Hina Sheikh
3.4 Develop access to an EDS section within the NHS Lanarkshire web site to guide and inform ethnic minority and other potentially excluded communities on health improvement, health information and access to health services in Lanarkshire.	<ul style="list-style-type: none"> <li>○ More informed communities.</li> <li>○ Reduced anxiety in patients and carers</li> <li>○ Enhance cultural competence.</li> </ul>	G	Hina Sheikh

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Action Point	Anticipated Benefit	Requirement Category	Leadership Role
<p>3.5 Develop access to an EDS section within the NHS Lanarkshire intranet site to guide and inform staff in relation to the provision of culturally competent services for ethnic minority and other potentially excluded communities.</p>	<ul style="list-style-type: none"> <li>○ More informed staff.</li> <li>○ Culturally competent services.</li> <li>○ Improvements in services</li> </ul>	G	Hina Sheikh
<p>3.6 Establish and market comprehensive, responsive and accessible arrangements for effective interpreting and translation services in all clinical and service areas across NHS Lanarkshire.</p> <p>Ensure full knowledge and awareness of how to access and make best use of such a service amongst staff, patients and communities.</p> <p>Monitor and evaluate the use and benefits derived from this service.</p>	<ul style="list-style-type: none"> <li>○ Improved patient and carer communication.</li> <li>○ Improved involvement of patients and carers in clinical decisions.</li> <li>○ Reduced anxiety.</li> <li>○ Enhanced cultural competence.</li> </ul>	F	Hina Sheikh
<p>3.7 Develop culturally competent and language friendly patient and carer feedback and complaints systems.</p>	<ul style="list-style-type: none"> <li>○ Improved patient and carer feedback and influence.</li> <li>○ Fairness and consistency.</li> <li>○ Enhanced cultural competence.</li> </ul>	F	Hina Sheikh
<p>3.8 Review current arrangements for the provision of advocacy services to ethnic minority or other potentially excluded communities.</p> <p>Develop and implement an Advocacy Strategy with specific provision for patients and carers within these communities.</p>	<ul style="list-style-type: none"> <li>○ Social inclusion.</li> <li>○ Effective communication, engagement and involvement.</li> <li>○ PAF Section 5 compliance.</li> </ul>	F	Hina Sheikh

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Action Point	Anticipated Benefit	Requirement Category	Leadership Role
3.9 Develop and implement an NHS Lanarkshire Catering and Hospitality Policy which is culturally competent.	<ul style="list-style-type: none"> <li>○ Social inclusion.</li> <li>○ Enhanced cultural competence.</li> <li>○ Health improvement.</li> <li>○ Patient choice.</li> </ul>	F	Hina Sheikh
3.10 Review and modernise the patient, carer and staff spiritual care service across NHS Lanarkshire evaluating the ETHoS Project within the Stroke MCN to determine the potential for roll out to other areas of clinical and service delivery.	<ul style="list-style-type: none"> <li>○ Holistic approach to care.</li> <li>○ Patient, carer and staff support.</li> <li>○ More effective teams.</li> <li>○ Health improvement.</li> <li>○ Value for money.</li> </ul>	F SC	Kenneth Small
3.11 Conduct a review of all NHS Lanarkshire premises and the premises of independent healthcare practitioners to establish a register of compliance requirements associated with the Disability Discrimination Act 1995 (DDA 1995).	<ul style="list-style-type: none"> <li>○ Statutory compliance.</li> <li>○ Improved physical access to NHS premises.</li> <li>○ Social inclusion.</li> </ul>	D	David Browning
3.12 Develop and deliver an Action Plan to meet the capital and premises improvements necessary to ensure full compliance with the DDA 1995.  Introduce an evaluation tool to monitor compliance on an ongoing basis.	<ul style="list-style-type: none"> <li>○ Statutory compliance.</li> <li>○ Improved physical access to NHS premises.</li> <li>○ Social inclusion.</li> </ul>	D	David Browning
3.13 Establish and maintain regular and meaningful dialogue with Disability Groups across Lanarkshire (through partnerships with Local Authorities and Community Planning partners) to create a contemporary knowledge, understanding and ability to respond to barriers to effective service access.	<ul style="list-style-type: none"> <li>○ Statutory compliance.</li> <li>○ Improved access to NHS services.</li> <li>○ Social inclusion.</li> <li>○ Engagement, involvement and influence from communities.</li> <li>○ Partnership working.</li> </ul>	D	Kenneth Small

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Action Point	Anticipated Benefit	Requirement Category	Leadership Role
4.3 Publish an Annual Report on the results of this employment activity and create and deliver an associated annual Action Plan to promote continuous improvement in the area of EDS.	<ul style="list-style-type: none"> <li>○ Openness, honesty and integrity.</li> <li>○ Equality and fairness.</li> <li>○ Meet requirements of Staff Governance Standard.</li> <li>○ Exemplar employer.</li> </ul>	R	Ruth Hibbert / Kenneth Small / Hina Sheikh
4.4 Modernisation of recruitment and selection procedures and process across NHS Lanarkshire to ensure fair and effective recruitment practice consistent with the minimum statutory requirements of the Race Relations (Amendment) Act and other relevant legislation.	<ul style="list-style-type: none"> <li>○ Statutory compliance.</li> <li>○ Equality of opportunity.</li> <li>○ Meet requirements of Staff Governance Standard.</li> <li>○ Exemplar employer.</li> </ul>	R	Ruth Hibbert
4.5 Review the NHS Lanarkshire Equal Opportunities Policy to ensure contemporary statutory compliance and the promotion of good employment practice.	<ul style="list-style-type: none"> <li>○ Statutory compliance.</li> <li>○ Equality of opportunity.</li> <li>○ Meet requirements of Staff Governance Standard.</li> <li>○ Exemplar employer.</li> </ul>	F	Ruth Hibbert
4.6 Harmonise current Dignity at Work Policies to create a Corporate Policy for NHS Lanarkshire.  Implement a Management Development Programme to promote understanding and application of the Policy.	<ul style="list-style-type: none"> <li>○ Fairness and consistency of practice.</li> <li>○ Meet Staff Governance Standard.</li> <li>○ Exemplar employer.</li> </ul>	F	Ruth Hibbert  Kenneth Small
4.7 Pilot, review and roll out an IT based approach to the delivery of a programme of Diversity Training for staff across NHS Lanarkshire.  Review the current on-line Diversity Training Module within Induction Training for Junior Doctors as a potential model.	<ul style="list-style-type: none"> <li>○ Effective, cost effective and flexible training for staff.</li> <li>○ Improved awareness amongst staff.</li> </ul>	R	Kenneth Small / Hina Sheikh

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Action Point	Anticipated Benefit	Requirement Category	Leadership Role
4.8 Develop and include a Diversity Training Module within the Leadership, Management Development and Supervisory Skills Programmes run by NHS Lanarkshire.	<ul style="list-style-type: none"> <li>○ Improved awareness amongst managers.</li> <li>○ Effective, cost effective and flexible training.</li> </ul>	R	Kenneth Small / Hina Sheikh
4.9 Relate to Higher and Further Education providers to ensure inclusion of diversity education and training in their care curriculum.	<ul style="list-style-type: none"> <li>○ Statutory compliance.</li> <li>○ Effective, cost effective education and training.</li> </ul>	R	Kenneth Small / Hina Sheikh
4.10 Develop understanding and application of diversity competence within the Knowledge and Skills Framework for individual staff as an integral part of Agenda for Change.	<ul style="list-style-type: none"> <li>○ Enhanced staff competence and performance.</li> <li>○ Improved awareness amongst staff.</li> <li>○ Inclusion of diversity within Personal Development Planning and Review.</li> </ul>	R	Kenneth Small / Hina Sheikh
4.11 Develop opportunities for NHS Lanarkshire staff to attend and participate in the Local Authority's Ethnic Minority / LGBT / Disability Forums.	<ul style="list-style-type: none"> <li>○ Improved awareness amongst staff.</li> <li>○ Partnership working and solutions.</li> </ul>	R	Kenneth Small / Hina Sheikh

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## 4. Community Development (including Patient Focus and Public Involvement)

Action Point	Anticipated Benefit	Requirement Category	Leadership Role
<p>5.1 Positively exploit the opportunities offered by development of CHP's and localities to ensure that ethnic minority and other potentially excluded communities are involved in Public Partnership Forums and in the wider planning and decision-making on health and healthcare.</p> <p>Work in partnership with statutory and voluntary sector.</p>	<ul style="list-style-type: none"> <li>○ Social inclusion.</li> <li>○ Community development.</li> <li>○ PAF Section 5 compliance.</li> <li>○ Public / Patient involvement.</li> </ul>	<p>PFPI</p>	<p>Kenny Small / CHP Chief Executives</p>
<p>5.2 Continue to support the Lanarkshire Ethnic Minority Action Group (LEMAG) as a champion for influence on the NHS from Black and Minority Ethnic Communities.</p>	<ul style="list-style-type: none"> <li>○ Social inclusion.</li> <li>○ Public / Patient involvement.</li> <li>○ Community development.</li> <li>○ Partnership working.</li> </ul>	<p>P</p>	<p>Kenneth Small / Hina Sheikh / Iain Hair</p>
<p>5.3 Develop similar themed groups using LEMAG Model to create regular dialogue and influence from other potentially excluded communities.</p>	<ul style="list-style-type: none"> <li>○ Social inclusion.</li> <li>○ Public / Patient involvement.</li> <li>○ Community development.</li> <li>○ Partnership working.</li> </ul>	<p>P</p>	<p>Kenneth Small / Hina Sheikh / Iain Hair</p>
<p>5.4 Report on the outcome of the ethnic minority communities health needs analysis (The Health Bus) to inform health improvement and healthcare priorities for action.</p>	<ul style="list-style-type: none"> <li>○ Health improvement.</li> <li>○ Community development</li> <li>○ Patient Focus Public Involvement.</li> </ul>	<p>P</p>	<p>Kenneth Small / Hina Sheikh / Iain Hair</p>
<p>5.5 Continue to action and progress the SEHD Performance Assessment Framework (PAF) Section 5 performance targets.</p>	<ul style="list-style-type: none"> <li>○ Community development.</li> <li>○ PAF compliance.</li> <li>○ Public / Patient involvement.</li> </ul>		<p>Kenneth Small / Hina Sheikh / Iain Hair</p>

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Action Point	Anticipated Benefit	Requirement Category	Leadership Role
5.6 Monitor and report on the effectiveness of Community Health Indicators promoting cervical and breast cancer awareness within ethnic minority and other potentially excluded communities.	<ul style="list-style-type: none"> <li>○ Health improvement.</li> <li>○ Enhanced health care.</li> <li>○ Community development.</li> </ul>		Dorothy Moir / Jennifer Darnborough
5.7 Implement the NHS Lanarkshire Spiritual Care Policy to modernise and integrate arrangements for spiritual care in a holistic care approach.	<ul style="list-style-type: none"> <li>○ Organisational development.</li> <li>○ Patient Focus Public Involvement.</li> <li>○ Enhanced teamwork.</li> </ul>	<p style="text-align: center;">SC</p> <p style="text-align: center;">F</p>	Kenneth Small / Hina Sheikh

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## 5. Monitoring and Performance Evaluation

Action Point	Anticipated Benefit	Requirement Category	Leadership Role
6.1 Develop and agree formal NHS Lanarkshire monitoring and performance evaluation arrangements to measure continuous improvement in EDS.	o Robust performance management.	R	Kenneth Small
6.2 Design and implement performance management reporting arrangements to the EDS Committee and the Board of NHS Lanarkshire to report on an monitor implementation of the strategy.	o Corporate Governance. o Performance Management. o Statutory Compliance.	R	Kenneth Small
6.3 Access, evaluation and systematise the EDS performance monitoring and reporting arrangements across Corporate, health and Clinical and Staff governance requirements in areas such as:  ❖ SEHD Performance Assessment Framework. ❖ Fair for All. ❖ SEHD HDL's. ❖ Staff Governance Standard. ❖ Good Practice Frameworks. ❖ Race Equality Scheme. ❖ Legislation.	o Corporate, Health and Clinical and Staff Governance Performance Monitoring. o Performance Management. o Statutory compliance.		Kenneth Small
6.4 Monitor, evaluate and report on the EDS Performance of NHS Lanarkshire as an employer in relation to staff training and development and other significant areas of HR activity.	o Staff Governance requirements. o Statutory compliance. o Exemplar employer.	R	Kenneth Small/ Hina Sheikh / Ruth Hibbert

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Equality & Diversity  
Impact Assessment  
Rapid Impact Checklist

## Equality & Diversity Impact Assessment

### Rapid Impact Checklist

<b>Name of Policy / Proposal</b>	<b>Equality, Diversity and Spirituality Strategy</b>
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**Which groups of the population do you think will be affected by this proposal?**

What positive and negative impacts do you think there may be?

Which groups will be affected by these impacts?

<ul style="list-style-type: none"> <li>• minority ethnic people</li> </ul>	<p>An Equality &amp; Diversity Impact Assessment (EDIA) is a way of systematically assessing, and consulting on, the effects that a policy or procedure will have on an 'Equalities group' such as people from a minority ethnic background, women or disabled people. The assessment extends to monitoring the actual effects of the policy, once it is put into practice, and staying alert to any concerns about the way it is working. The main purpose of an equality impact assessment is to pre-empt the possibility that a proposed policy could affect some groups unfavourably.</p> <p>The strategy primarily focuses on mainstreaming the equality, diversity and spirituality impact assessment of all future strategies or policies that will be presented to NHSL Board and other localised committees. The EDIA process will look at detailed and systematic analysis of the potential or actual effects of a policy or practice, provision or criteria to ascertain whether it has a differential impact on different groups. This in turn will anticipate, identify any possible barriers faced by different groups. It is now an expected part of the process of any policy or strategy design and all future submission to the Board or the SEHD will require a full and comprehensive EDIA document.</p> <p>Failure to conduct impact assessments equates failure to meet the requirements of legislation and could result in action being taken against NHS Lanarkshire by the Commission for Racial Equality (CRE) &amp; Disability Rights Commission (DRC), which has powers of enforcement under the RRAA and DDA</p>
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	<p>The procedure for undertaking impact assessments the process <b>involves</b>:</p> <ol style="list-style-type: none"> <li>a. Identifying of the aims of the policy</li> <li>b. Prioritising policies for inequality relevance</li> <li>c. Consideration of data (internal and external)</li> <li>d. Collection of additional data (for example, via focus groups)</li> <li>e. Consultation (with internal and external stakeholders)</li> <li>f. Assessment of impact</li> <li>g. Mitigation of adverse impact</li> <li>h. Publication of results</li> <li>i. Planning further policy review (every three years)</li> </ol> <p>Clearly this process is a fairly resource intensive exercise, however, it is proposed that if impact assessments are built into the NHS Lanarkshire's (NHSL) current committee-based policy formulation processes, they can be integrated into work that is already conducted.</p>
o gypsy/travelers	Yes , see above
o refugees	Yes , see above
o asylum seekers	Yes , see above
• women and men	Yes , see above
• people in religious/faith groups	Yes , see above
• disabled people	Yes , see above
• older people, children and young people	Yes , see above
• lesbian, gay, bisexual and transgender people	Yes , see above
• people of low income	Yes , see above

• people with mental health problems	Yes , see above
• homeless people	Yes , see above
• people involved in criminal justice system	Yes , see above
• staff	Yes , see above
• any other groups	

**What impact will the proposal have on lifestyles?**

• Diet and nutrition?	Positive affect, long and short term, as it will focus on evidence based information, research and work done with the above identified groups, taking into account the needs mainstream population and within that the needs of specific groups with additional or supportive needs.
• Exercise and physical activity?	Yes , see above
• Substance use: tobacco, alcohol or drugs?	Yes , see above
• Risk taking behaviour?	Yes , see above
• Education and learning, or skills?	The role of the EDIA process is one to inform and shape services based on the need of the whole population, It is important to recognize that a simple generalization "everyone will benefit" is insufficient we must specify which particular groups we expect to benefit and pay particular attention to those who may be affected adversely.

**Will the proposal have any impact on the social environment?**

<ul style="list-style-type: none"> <li>• Social status</li> </ul>	Yes, recognition that a multitude of factors and discriminations impact on an individual's experiences and understanding of a service is key to ensuring a holistic and inclusive approach to service planning and has to be incorporated.
<ul style="list-style-type: none"> <li>• Employment (paid or unpaid)</li> </ul>	Yes , see above
<ul style="list-style-type: none"> <li>• Social/family support</li> </ul>	Yes , see above
<ul style="list-style-type: none"> <li>• Stress</li> </ul>	Yes , see above
<ul style="list-style-type: none"> <li>• Income</li> </ul>	Yes , see above

**Will the proposal have any impact on:**

<ul style="list-style-type: none"> <li>• Discrimination?</li> </ul>	Yes, the Race Relations Amendment Act 2000 and the Disability Discrimination Amendment Act 2005, clearly stipulated the need to eliminate discrimination that is unlawful.
<ul style="list-style-type: none"> <li>• Equality of opportunity?</li> </ul>	Yes, see Relations between groups?
<ul style="list-style-type: none"> <li>• Relations between groups?</li> </ul>	<p>Under The Race Relations Amendment Act 2000 any new or policies being reviewed must now be considered in relation to its likely Equality &amp; Diversity Impact. Public bodies must not only act <i>"to eliminate unlawful discrimination"</i> but also <i>"to promote equality of opportunity and good relations between persons of different racial groups."</i></p> <p><i>And</i></p> <p>The Disability Discrimination Amendment Act 2005 build in the additional requirement <i>" The need to promote equality of opportunity between disabled persons and other persons; and</i></p> <p><i>The need to take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons "</i></p>

**Will the proposal have an impact on the physical environment?**

<ul style="list-style-type: none"><li>• Living conditions?</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Working conditions?</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Pollution or climate change?</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Accidental injuries or public safety?</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Transmission of infectious disease?</li></ul>	Yes, if picked up on completing an EDIA

**Will the proposal affect access to and experience of services?**

<ul style="list-style-type: none"><li>• Health care</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Transport</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Social services</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Housing services</li></ul>	Yes, if picked up on completing an EDIA
<ul style="list-style-type: none"><li>• Education</li></ul>	Yes, if picked up on completing an EDIA

## SUMMARY

<p><b>1. Positive impacts (note groups affected)</b></p> <p>The design of all future and current services reflect the needs of the service user and provider and ensuring that by completing an EDIA, NHSL services are inclusive and can look at and impact multiple-needs and discriminations</p> <p>EDIA is a legal requirement for key equalities legislation, The Race Relations Amendment Act 2000 and The Disability Discrimination Amendment Act 2005 and the EDIA ensures that NHSL work within the legislation framework.</p> <p>EDIA should be seen as an integral part of policy making. EDIA should be mainstreamed into the NHS Lanarkshire's policies and procedures and should begin as soon as a relevant new policy or practice is being considered.</p> <p>Staff will need to be trained to deliver and design inclusive services ensuring that services do not have adverse impact, thus enhancing their skills and knowledge</p>	<p><b>2. Negative impacts (note groups affected)</b></p> <p>Clearly this process is a fairly resource intensive exercise, however, it is proposed that if impact assessments are built into the NHS Lanarkshire's current committee-based policy formulation processes, they can be integrated into work that is already conducted.</p> <p>There is considerable implication for changes required and this will impact the designing of and delivery of future and current services.</p> <p>Cost implication for staff training have been recognised.</p>
<p><b>3. Additional information and evidence required</b> No</p>	
<p><b>4. Recommendations</b></p> <p><b>That a full EDIA be completed and presented to the Board in November 2007 to evidence the roll out of the EDIA.</b></p>	
<p><b>5. From the outcome of the RIC, have negative and positive impacts been identified for race or other equality groups? Has a full EQIA process been recommended? If not why not? Yes</b></p>	