

1. Rapid Impact Checklist

An Equality and Diversity Impact Assessment Tool:

NHS Grampian

Moray Health and Social Care Partnership (HSCP) Strategic Plan 2019-2029, October 2019

Which groups of the population do you think will be affected by this proposal?

Other groups:

- Minority ethnic people (incl. Gypsy/travellers, refugees & asylum seekers)
- Women and men
- People with mental health problems
- People in religious/faith groups
- Older people, children and young people
- People of low income
- Homeless people
- Disabled people
- People involved in criminal justice system
- Staff
- Lesbian, gay, bisexual and transgender

All staff working within Moray Health and Social Care Partnership (HSCP), the staff of partner agencies, the population of Moray. These individuals may be members of several of the above groups.

N.B The word proposal is used below as shorthand for any policy, procedure, strategy or proposal that might be assessed

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

Which groups will be affected by these impacts?

What impact will the proposal have on lifestyles?

For example, will the changes affect:

- Diet and nutrition

✓ Positive. The Strategic Plan emphasises the need for people to take greater responsibility for their own health and well being. A healthy diet is an important part of maintaining good health.

<ul style="list-style-type: none"> • Exercise and physical activity • Substance use: tobacco, alcohol and drugs? • Risk taking behaviour? • Education and learning or skills? 	<p>√ Positive. The Strategic Plan emphasis the need for people to take greater responsibility for their own health and well being. Regular exercise is an important part of maintaining good health and well being.</p> <p>√ Positive. The Strategic Plan recognises the damage which excessive alcohol consumption and illegal drug use can do to health. This is specifically referenced in the Strategy as one of the four main priorities of the Community Planning Partnership.</p> <p>√ Positive. The Strategic Plan recognises that the provision of safe services is paramount.</p> <p>√ Positive. The Strategic Plan is a learning opportunity for all staff working within Moray HSCP, the staff of partner agencies and the population of Moray. It sets out a clear and financially sustainable way forward to enhance health and social care services in Moray.</p> <p>√ Positive. The Strategic Plan recognises the importance of giving children the best possible start in life and educating them about nutrition and health. The School Nurse service have an important role in this work.</p>
<p>Will the proposal have any impact on the social environment? Things that might be affected include:</p> <ul style="list-style-type: none"> • Social status 	<p>None.</p>

<ul style="list-style-type: none"> • Employment (paid or unpaid) • Social/Family support • Stress • Income 	<p>√ Positive. The Strategic Plan emphasises the importance of helping people to live independently for as long as possible. This will help people to remain in employment, either gainful, voluntary or caring, for longer.</p> <p>√ Positive. The Strategic Plan recognises the importance of health and social services working closely with individuals, families, communities and organisations if the goal of promoting better health and well being is to be achieved.</p> <p>√ Positive. The Strategic Plan recognises that stress can be seriously detrimental to good health. It sets out the goal of working with communities to overcome health inequalities that can lead to stress. It also recognises the role which stress can play in mental ill health.</p> <p>√ Positive. Promoting good health and well being will help people to remain in gainful employment for longer.</p> <p>√ Positive. The Strategic Plan is realistic about the serious financial challenges facing the HSCP/Integration Joint Board and partner agencies.</p>
<p>Will the proposal have any impact on the following?</p> <ul style="list-style-type: none"> • Discrimination? 	<p>Negative. The Strategic Plan does not fully comply with the Royal National Institute for the Blind (RNIB) Good Practice Guidelines on making information accessible for people with sight problems. Negative.</p>

<ul style="list-style-type: none"> • Equality of opportunity? • Relations between groups? 	<p>None.</p> <p>None.</p>
<p>Will the proposal have an impact on the physical environment?</p> <p>For example, will there be impacts on:</p> <ul style="list-style-type: none"> • Living conditions? • Pollution or climate change? • Accidental injuries or public safety? • Transmission of infectious disease? 	<p>None.</p> <p>None.</p> <p>√ Positive. The Strategic Plan recognises that the provision of safe services is paramount.</p> <p>√ Positive. The Strategic Plan recognises that the provision of safe services is paramount.</p>
<p>Will the proposal affect access to and experience of services?</p> <p>For example,</p> <ul style="list-style-type: none"> • Health care and social services 	<p>√ Positive. The Strategic Plan sets out a clear way forward. It also puts the patient at the heart of every aspect of the Strategy. If delivered, the Strategy will lead to enhanced health and social care service which are financially sustainable in the longer term.</p>

<ul style="list-style-type: none"> • Transport • Housing services • Education 	<p>√ Positive. Supporting patients in their own homes for longer will reduce the number of journey patients require to make to access health and social care.</p> <p>None.</p> <p>√ Positive. The Strategic Plan is a learning opportunity for all staff working within Moray HSCP, the staff of partner agencies and the population of Moray.</p>
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For further information please contact: Nigel Firth, Equality and Diversity Manager on Extension 52245.

Rapid Impact Checklist: Summary Sheet

Moray Health and Social Care Partnership (HSCP) Strategic Plan 2019-2029, October 2019

Positive Impacts (Note the groups affected)

The Strategic Plan:

- Sets out a clear and financially sustainable way forward to enhance health and social care services in Moray.
- Emphasises the need for people to take greater responsibility for their own health and well being.
- Recognises the damage which excessive alcohol consumption and illegal drug use can do to health. This is specifically referenced in the Strategy as one of the four main priorities of the Community Planning Partnership.
- Recognises that the provision of safe services is paramount.
- Recognises the importance of giving children the best possible start in life and educating them about nutrition and health.
- Emphasises the importance of helping people to live independently for as long as possible and supporting people in their own home for longer.
- Recognises the importance of health and social services working closely with individuals, families, communities and organisations if the goal of promoting better health and well being is to be achieved.
- Is a learning opportunity for all staff working within Moray HSCP, the staff of partner agencies and the population of Moray.

Negative Impacts (Note the groups affected)

- The Strategic Plan does not fully comply with the Royal National Institute for the Blind (RNIB) Good Practice Guidelines on making information accessible for people with sight problems.

Additional Information and Evidence Required	
None.	
Recommendations	
If the change detailed on the attached Comments Sheet is made, the Strategic Plan will be fully compliant with all current equality and diversity legislation.	
<p>From the outcome of the RIC, have negative impacts been identified for race or other equality groups? Has a full EQIA process been recommended? If not, why not?</p> <p>Yes, but this can be easily overcome if the change detailed on the attached Comments Sheet are made. A full EQIA is not required.</p>	

Signature(s) of Level One
Impact Assessor(s)

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Date:

Signature(s) of Level Two
Impact Assessor(s) Nigel Firth,
Equality and Diversity Manager

Date: Thursday 24th October 2019

Comments on Moray Health and Social Care Partnership (HSCP) Strategic Plan 2019- 2029, October 2019

The Moray Strategic Plan 2019-2029 is a superbly written document. It reflects the hard work and sustained effort that went into its creation. The author(s) are to be congratulated. There is only one item which requires to be addressed to make the Strategic Plan compliant with all current equality and diversity legislation. This is shown at 1-below, some other, hopefully helpful suggestions are made at 2.

1. Royal National Institute for the Blind (RNIB) Guidelines

As a public body, Moray HSCP and other public bodies must be exemplars of good practice. Accordingly, Moray HSCP and other public bodies must ensure that their literature complies with the Royal National Institute for the Blind (RNIB) Good Practice Guidelines, as contained in the RNIB publication: "See it right, making information accessible for people with sight problems". The RNIB guidelines require that material is produced in a format that most partially sighted persons can read, without the need for adaptations. This is "mainstreaming" the needs of the partially sighted. If we do not make information accessible, we are in breach of the Disability Discrimination Act 2005 General Duty Section f) and the Equality Act 2010.

The Strategic Plan is mostly compliant, except for:

- Text should be in a sans serif font such as Arial, minimum font size 12. The main text of the Strategic Plan is in a sans serif font, size 12, but there is much smaller text on page 5 and in the footers. This requires to be adjusted.
- Capital Letters letters can be used at the start of words but should not be used for whole words or headings. Often, the shape of a word helps a person with sight problems to recognise the word. Capitals remove the identifiable shape. The document has headings in all capitals throughout and on the front page. This requires to be adjusted.

2. Other considerations

(i) Contact person

It is usual to put the name/designation and details of a contact person near the front of a document in case anyone reading the document has any queries.

(ii) Flesch ease of reading score

Documents intended for the public domain should have a Flesch minimum ease of reading score of 50. The Strategic Plan has a Flesch ease of reading score of 40.6. This is not ideal for issue to the general public.

It is suggested that a shorter easier to read version is produced with a Flesch ease of reading score of more than 50, which could then be put on your website and made available to the general public. The fuller version could then be offered to people who request it.

(iii) Mention of the local ethnic communities in Moray

It would perhaps be a good idea to include a reference to meeting the health and social care needs of the local ethnic communities in Moray, just to show these needs have not been forgotten.

Moray has been exceptionally good at meeting the health and social care needs of the New Syrian Scots who have settled in Moray and supporting the more established local ethnic communities.

(iv) Page 8

Does the first line of section 2 require to be re-worded? Currently it reads:

The population is predicted to continue ageing..." This line be misinterpreted as the population actually having a choice of whether to get older or not.

(v) Page 11

Would the section on child health be enhanced by reference to the Scottish Health Department initiative: "Getting it Right For Every Child (GIRFEC)?"

Also, at the bottom of the page, would reference to the Fairer Scotland Act 2015 and the Fairer Scotland Duty enhance this section of text on inequalities?

Nigel Firth,
Equality and Diversity Manager,
NHS Grampian
24th October 2019