

# SSPSED Review and Assess Policies and Practice

## Health Inequalities Impact Assessment



### Dispelling the Myths

**Myth** – Completing the HIIA is done as part of finalising a Strategic Planning Group, Strategic Commissioning and Procurement Board, Leadership Team, Executive Programme Board, Clinical Care Governance Committee, Risk Assurance and Performance or Integration Joint Board report

**Fact** – Assessing the impact in terms of the Partnership’s equality and human rights framework is a continual process and not one which centre around the completion of the report writing process

As listed authority employees, we must evidence our due regard to the equality duty, the Scottish Specific Public Sector Equality Duties, Human Rights legislation and the Fairer Scotland Duty. This includes but is not limited to activities relating to:

- Service redesign
- Policy reviews
- Complaints/performance analysis (to identify discrimination and infringements)
- Budget proposals
- Consultation processes
- Procurement/tendering/commissioning processes
- Senior Management, Committee and Board reports

To achieve this, the embedding of an equality and human rights culture across the organisation, is essential. This will deliver evidence based decision and policy making, which in turn, delivers right first time policy design and excellent delivery of care. The outcomes of which will meet the diverse needs and aspirations of Aberdeen city’s residents, visitors, students and people working in the city.

**Myth** – “There is no equality impact” or “This has no impact on equalities”

**Fact** – this statement is frequently written in reports with no evidence to back the statement up and usually refers to no negative impacts. In writing such a statement the officer has failed to pay due regard to the equality and rights based framework adopted by Aberdeen City Health and Social Care Partnership. If the officer had paid due regard to the framework, they would have completed a Health Inequalities Impact Assessment and identified how their proposal positively impact on the equality duty, the Fairer Scotland Duty or enhances human rights.

**Myth** – Equality, Human Rights and the Fairer Scotland Duty and the associated Health Inequalities Impact Assessment is something we do in addition to the day job!

**Fact** – Health Inequalities Impact Assessments are not an “add” on. It is the process by which we evidence that we have not only consulted with and taken account of the views of people with protected characteristics when developing/reviewing policy and practices or making changes to the way we deliver services, but that the proposals have been coproduced with people with lived experiences.

**Myth** - the additional work involved, and the associated recommendations and outcomes are not recognised.

**Fact** - The Integration Joint Board, the Strategic Planning Group and the Equality and Human Rights Subgroup receive regular reports and set the framework for improvements based on these reports.

The Partnership is accountable to the Scottish Government, reporting performance against our Scottish specific equality duties every two years. On top of this the Scottish Human Rights Commission and the Equality & Human Rights Commission are entitled to carry out audits of our activities in terms of the framework to establish if we are succeeding in embedding a culture where equality and rights are at the heart of everything we do.

