

Health Inequalities Impact Assessment



Scottish Specific Public Sector Equality Duty Review & Assess Policies and Practices

Introductory Guidance

This guidance has been designed to support officers to undertake a Health Inequalities Impact Assessment (HIIA) and the completion of the associated documentation to capture the activities undertaken and the recommendations that have been coproduced as a result.

Inviting your DiversCity Officer to attend local management team meetings on a regular basis to discuss/raise awareness of the framework and the use of the associated documentation is one way to assist you in evidencing your due regard to equality and human rights regulatory requirements.

Advising your DiversCity officer of what is being reviewed (includes but not limited to service redesign, policy reviews, complaints/performance analysis, budget proposals, consultation responses, leadership teams, committee and board reports) will ensure your DiversCity Officer:

- Support you to complete HIIA Stage 1 – Proportionality and Relevance
- Support you to commence HIIA Stage 2 – Empowering People – Capturing their Views
- Assist you to establish your HIIA Team.
- Log this activity on the HIIA Register of Activity for your service area and send you the appropriate documentation to assist you
- Supports you in an advisory capacity they are not there to do the HIIA for you

Once you have established the support of your DiversCity Officer you will be able to:

- Identify which of the projected characteristics are relevant to the HIIA - this will focus your actions relating to gathering evidence
- Gather Evidence – the pro forma sent to you by your DiversCity Officer documents the different ways you gather evidence to use in completing your HIIA
- Arrange consultation events – this must be carried out in terms of the Partnership's Community Engagement consultation framework and in partnership with your DiversCity Officer

This Partnership's equality and human rights framework is supported by the DiversCity Directory, established and maintained by the DiversCity Officers, Locality Empowerment Groups and members of the Equality and Human Rights Subgroup. This will provide you with the details of individuals and organisations representing people not only with the relevant projected characteristics but those with lived experiences.

One of the key benefits of carrying out a HIA is having documented evidence of the views expressed during the consultation process and responses to the views expressed which in turn form the basis of the development of the equality and human rights recommendations.

If you decide that consultation is not required, you will have to use the findings of the evidence you have gathered from other sources to support your decision.

HIA Analysis Findings, Recommendations and Mitigating Actions

HIA Stage 3 documentation has been designed to specifically capture the analysis of the HIA including recommendations and mitigating actions. Activity and performance against which must be reported quarterly to the Equality and Human Rights Subgroup.

Equality Duties

You are being asked to state how the proposal evidences the Partnership's due regard to the Public Sector Equality Duty which requires a listed authority to:

- Advance equality of opportunity
- Eliminate discrimination, intimidation, harassment and other prohibited conduct
- Fosters good relations between people who share a protected characteristic and those who do not by reducing prejudice and/or promoting understanding

Human Rights

The integration of human rights considerations into decision-making processes will support the transformation of public services to become more personalised and focussed on reducing inequalities and lead to good practice and a fairer and more equal society. Human rights can provide an objective framework to ensure the prioritisation of limited resources.

Scotland's National Action Plan for Human Rights (SNAP) presents a vision for Scotland in which everyone can live with human dignity. SNAP is also a framework through which public bodies can work to realise human rights.

SNAP is built on 3 broad outcomes:

- **Better culture:** people understand and can affirm human rights and organisations are enabled and accountable to put rights into practice
- **Better Lives:** Scotland effectively tackles injustice and exclusion, improving lives
- **Better World:** Scotland gives effect to its international obligations at home and internationally.

In this section of the Stage 3 documentation, you will be asked to state whether or not what is being proposed enhances or infringes peoples human rights.

Fairer Scotland Duty

You will also be asked if your analysis identifies any negative impacts on those experiencing socio-economic disadvantage and any inequality of outcome as well as identifying opportunities to reduce or further reduce inequalities of outcome.

If the answer to any of the above questions are yes in terms negative impacts, infringements or inequality of outcome you will be asked if any changes to the strategic programme, proposal or decision can be made to reduce the impact.

Recommendations

These will develop naturally once the HIIA team develop responses to the views expressed during the consultation/engagement/community empowerment events and will be captured in Stage 2 HIIA Empowering People – Capturing their Views. Stage 3 HIIA Analysis and Recommendations has been designed to capture these, including details of the responsible person, date of implementation and verification process.

Mitigating Actions and Justifications

Finally – if there are negative impacts on the equality duty, infringements on rights or the Fairer Scotland Duty the mitigating factors or justification for progressing with the report must be documented in the Stage 3 Assessing Findings, Recommendations and Mitigating Actions proforma.

HIIA Sign Off and Publication

Once the HIIA is completed the Programme Manager must brief the Service Lead on the HIIA analysis finding before the Service Lead can sign off the HIIA.

Once signed off a summary of the HIIA can be incorporated into the body of the report before being presented to the relevant management team, committee or board.

The completed HIIA must be published in an accessible manner (in line with the Scottish Specific Public Sector Equality Duty) at the same time as the associated report and publicly available on the website. Further guidance can be found at (currently in development)

