

Health Inequality Impact Assessment

Stage 3



Analysis of findings and recommendations

Report Title

Please detail a summary of the purpose of the proposal being developed or reviewed including the aims, objectives and intended outcomes

Equality Act 2010 – Relevant Protected Characteristics as identified in Stage 1 (remove those that do not apply)

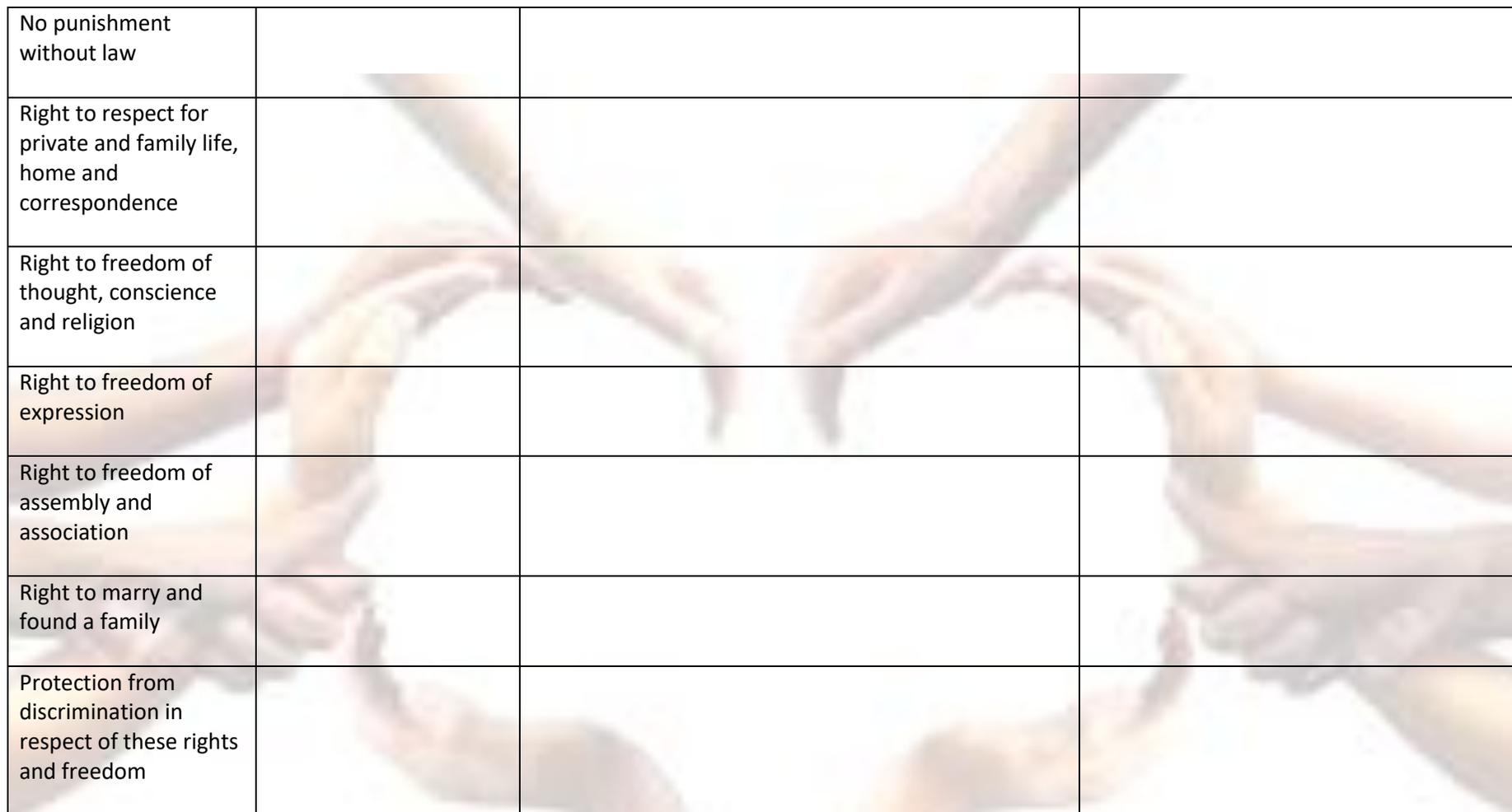
Protected Characteristic	Equality Duty		What impact and or difference will the proposal have	How will you know - Measures to evaluate
Age	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			
	Fostering good relations by reducing prejudice and promoting understanding			
Disability	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			
	Fostering good relations by reducing prejudice and promoting understanding			
Gender Reassignment	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			
	Fostering good relations by reducing prejudice and promoting understanding			
Marriage and Civil Partnership	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			

	Fostering good relations by reducing prejudice and promoting understanding			
Pregnancy and Maternity	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			
	Fostering good relations by reducing prejudice and promoting understanding			
Race	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			
	Fostering good relations by reducing prejudice and promoting understanding			
Religion & Belief including non-belief	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			
	Fostering good relations by reducing prejudice and promoting understanding			
Sex	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			

	Fostering good relations by reducing prejudice and promoting understanding			
Sexual Orientation	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct			
	Advancing equality of opportunity			
	Fostering good relations by reducing prejudice and promoting understanding			

Human Rights – Reference those identified in Stage 1 (remove those that do not apply)

Article	Enhancing or Infringing	Impact and or difference will the proposal have	How will you know - Measures to evaluate
Right to Life			
Right not to be tortured or treated in an inhumane or degrading way			
Right to be free from slavery or forced labour			
Right to Liberty			
Right to a fair trial			



No punishment without law			
Right to respect for private and family life, home and correspondence			
Right to freedom of thought, conscience and religion			
Right to freedom of expression			
Right to freedom of assembly and association			
Right to marry and found a family			
Protection from discrimination in respect of these rights and freedom			

Fairer Scotland Duty

Identify changes to the strategic programme/proposal/decision to be made to reduce negative impacts	
Identify the opportunities the strategic programme/proposal/decision provides to reduce or further reduce inequalities of outcome	

Health Inequality Impact Assessment Recommendations

What recommendations were identified during the HIIA process:

Recommendation	Recommendation owned by: (Name and job title)	Date recommendation will be implemented by	Review Date

Monitoring Impact – Internal Verification of Outcomes

How will you monitor the impact this proposals affects different groups, including people with protected characteristics?

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Procured, Tendered or Commissioned Services (SSPSED)

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children’s rights and the Fairer Scotland duties be addressed?



Communication Plan (SSPSED)

Please provide a summary of the communication plan which details how the information about this policy/service to young people, those with a visual or hearing sensory impairment, difficulty with reading or numbers, learning difficulties or English as a second language will be communicated.



Signed Off By:

Name Strategic Lead

Date