

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

The ACHSCP Workforce Plan 2022 - 2025

This Plan puts into action our approach to delivering on the ACHSCP Strategic Plan 2022 - 2025 in relation to one of its five enablers – workforce. Ensuring we have a sustainable workforce is an essential part of delivering on our Strategic Plan and ensuring we meet the health and social care needs of people living in Aberdeen City.

An impact assessment was completed for the Strategic Plan which outlines how achieving the plan will advance equality of opportunity for people with protected characteristics in our communities. As the importance of workforce is included within that assessment it is not required to be considered through that lens in this assessment. This assessment therefore considers the impact from a workforce specific lens.

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	x	The plan aims to ensure that there are work opportunities for people of all ages within the ACHSCP. It focuses on recruiting and retaining staff with the ability to develop throughout your career. This aims to advance equality of opportunity and foster good relations across all members of the workforce.	Specific Aims included within the 'Recruitment and Retention' section of the Action plan which will measure this and whether this is being achieved over time.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Disability	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	The plan includes approaches to flexible working which places both physical and mental wellbeing of staff at the centre. There is a strong focus on healthy work/life balance for all. ACHSCP are also required to ensure that reasonable adjustments are made for staff with disabilities.	Specific Aims are included within the 'Mental Health and Wellbeing' section of the Action plan which will measure this and whether this is being achieved over time.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Gender Reassignment	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct		There has been no evidence gathered through the development of this plan which indicates any negative impact in this area. ACHSCP has a duty to comply with the Equality Act and will provide the required support for staff members transitioning through gender reassignment as required.	ACHSCP will monitor whether any additional actions are required based on feedback from staff. 1 to 1 meetings and developing our wellbeing approaches will be the means by which we capture this feedback.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding			
Marriage and Civil Partnership	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct		There has been no evidence gathered through the development of this plan which indicates any negative impact in this area. ACHSCP has a duty to comply with the Equality Act.	ACHSCP will monitor whether any additional actions are required based on feedback from staff. 1 to 1 meetings and developing our wellbeing approaches will
	Advancing equality of opportunity	x		

	Fostering good relations by reducing prejudice and promoting understanding			be the means by which we capture this feedback.
Pregnancy and Maternity	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	ACHSCP meets all required standards of care for staff who are pregnant or on maternity leave. This plan does not include any specific actions related to this area however it supports a flexible working approach which has a positive impact for pregnant women and parents.	ACHSCP will monitor whether any additional actions are required based on feedback from staff. 1 to 1 meetings and developing our wellbeing approaches will be the means by which we capture this feedback.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		
Race	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	The data to inform this plan indicates that the majority of our workforce are white (Scottish, British, Other). This indicates a low proportion of our workforce is from ethnic minority communities and key actions in the plan seek to continue to diversify our workforce ensuring it is reflective of the communities across Aberdeen City.	Specific Aims included within the 'Recruitment and Retention' section of the Action plan which will measure this and whether this is being achieved over time.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding			
Religion & Belief including non-belief	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct		There has been no evidence gathered through the development of this plan which indicates any negative impact in this area. ACHSCP has a duty to comply with the Equality Act.	The ACHSCP will monitor whether any additional actions are required based on feedback from staff. 1 to 1 meetings and developing our wellbeing approaches will be the means by which we capture this feedback.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding			
Sex	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	There has been no evidence gathered through the development of this plan which indicates any negative impact in this area. ACHSCP has a duty to comply with the Equality Act.	The ACHSCP will monitor whether any additional actions are required based on feedback from staff. 1 to 1 meetings and developing our wellbeing approaches will
	Advancing equality of opportunity	x		

	Fostering good relations by reducing prejudice and promoting understanding	x		be the means by which we capture this feedback.
Sexual Orientation	Eliminating discrimination, harassment, victimisation, or any other prohibited conduct	x	There has been no evidence gathered through the development of this plan which indicates any negative impact in this area. ACHSCP has a duty to comply with the Equality Act.	The ACHSCP will monitor whether any additional actions are required based on feedback from staff. 1 to 1 meetings and developing our wellbeing approaches will be the means by which we capture this feedback.
	Advancing equality of opportunity	x		
	Fostering good relations by reducing prejudice and promoting understanding	x		

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	Enhancing	The plan aims to improve the quality of life for staff. One key aspect of this is ensuring staff have a healthy work/life balance and flexible working practices which enhances the right to private and family life.	Specific Aims are included within the 'Mental Health and Wellbeing' and 'Growth and Development Opportunities' section of the Action plan which will measure this and whether this is being achieved over time.
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	Enhancing	The plan has been developed in alignment with our wider strategic plan and Equalities Monitoring Outcome Framework. These elements all work together with the aim of enhancing human rights overall for people living and working in Aberdeen City.	Progress reporting against both our ACHSCP Strategic Plan and Workforce Plan 2022 – 2025 and our Equalities Monitoring Outcome Framework.

Fairer Scotland Duty

Identify changes to the strategic programme/proposal/decision to be made to reduce negative impacts	Specific aims and actions are included in the plan to continue to develop and support a sustainable workforce which can retain staff with opportunities for training and development throughout their working lives.
Identify the opportunities the strategic programme/proposal/decision provides to reduce or further reduce inequalities of outcome	The plan aims to develop a sustainable workforce which can retain staff with opportunities for training and development throughout their working lives. ACHSCP is a major employer in Aberdeen City. Ensuring we have a stable and sustainable workforce will reduce the negative impacts of poverty and socio-economic deprivation both through our employment of people within the workforce and through the important health and social care work carried out by our workforce to reduce negative impacts.

Health Inequality Impact Assessment Recommendations

What recommendations were identified during the HIIA process:

Recommendation	Recommendation owned by:	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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The ACHSCP Workforce Plan 2022 – 2025 has the key aims and actions embedded within. These come with key performance measures that will be monitored, progressed, and further developed by the delivery group. This delivery group is required to produce progress updates to the IJB as required and to the Risk, Audit, and Performance Committee annually.

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?

The ACHSCP Workforce Plan 2022 – 2025 is delivered by all services within the partnership. These involve some services who are commissioned by ACHSCP and they are required to provide performance reporting. This includes any information on complaints, feedback, and the gathering of equalities monitoring data. Specific impact assessments will be carried out should these services, or any newly identified, require to be tendered during the lifespan of the plan. This is in line with our commissioning approach set out in our strategic plan.

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: Stuart Lamberton, Transformation Programme Manager, ACHSCP and Sandy Reid, People and Organisation, ACHSCP.

Date: 17 November 2022