

Integrated Impact Assessment (IIA)

Version 1

The Integrated Impact Assessment (IIA) will evidence that NHS Grampian is meeting its legislative duties by assessing the potential impacts of its policies and decisions on different groups of people and the environment. It supports consideration of equality and diversity issues, human rights (including children and young people's rights), socio-economic disadvantage, consumer rights and climate change & sustainability in the design, development and delivery of policies, strategies, plans and services.

Section 1

General Information

Title

Directorate, Service or Department

Type of document / activity (mark X in the appropriate box) Policy ☐ Plan ☐ Strategy ☐
Other - describe ☐

Aim

Purpose

Description of Intended Outcomes including the proposed change that will be brought about

Main Contact

Name

Job Title

Names of colleagues or groups who contributed to the IIA

Section 2

Groups of the Population

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

- | | |
|--|---|
| <ul style="list-style-type: none">• Staff.• Patients.• 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 living on a low income/ low wealth.• People experiencing homelessness. | <ul style="list-style-type: none">• People with disabilities.• Lesbian, gay, bisexual and transgender.• Carers (paid or unpaid, family member).• People affected by substance / alcohol use.• Low literacy /health literacy.• Living in deprived urban, remote, rural or coastal area.• Unskilled workers / Unemployed.• Lone parent families.• People involved in the criminal justice system. |
|--|---|

Those the proposal / policy will affect are:

Section 3

Summary of Evidence Used

List the evidence (data / research / service feedback / engagement with people) you have used to inform your assessment. You are required to engage with communities and services users when assessing the impact of a proposal.

Data and Research - outline the sources of data used

Staff, Public and patient Engagement - outline the engagement undertaken and used

When assessing impacts an **explanation is required** and mitigating actions should be described. It is possible that both positive and negative impacts can be identified for the circumstances described. (If choosing 'not known' indicate if further research is needed and if not, why not). Reference to the evidence you have is required.

Section 4

Equality, Diversity and Human Rights.

Identify the impacts on groups with protected characteristics including human rights.

What impact could this proposal have? State if the impact is: **Positive (P)**, **Negative (N)**, **Neutral (Ne)** or **Not Known (NK)**.

In what way will the proposal impact people with these protected characteristics? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact?	Description of Impact
Age (early years, children, young people, middle years, older people)		
Disability (physical impairment, learning disability, neurological, sensory loss, mental health, long term conditions)		
Sex (male, female)		
Gender Reassignment (people who have proposed, started, in the process or completed a process to change his or her sex)		
Marriage or Civil Partnership (people who are married, unmarried or in civil partnership)		
Pregnancy or Maternity (pregnant and/or on maternity leave, including breastfeeding)		
Race (minority ethnic people, racial groups, national origins, gypsies/travellers, refugees, asylum seekers, migrant workers)		
Religion or Belief (different religions or beliefs, including non-belief)		

Sexual Orientation (e.g. lesbian, gay, bisexual, heterosexual)		
Consider if any other human rights will be impacted by this activity. Human Rights Act Articles		

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to people with protected characteristics? If applicable. If nothing can be done please state.

With these mitigations in place what is the rating of negative impact

<input type="checkbox"/> High	<input type="checkbox"/> Medium	<input type="checkbox"/> Low	<input type="checkbox"/> Negative Impact removed
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Section 5

Health Determinants / Health in All.

What impact could this proposal have? State if the impact is: **Positive (P)**, **Negative (N)**, **Neutral (Ne)** or **Not Known (NK)**.

In what way will the proposal impact? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact?	Description of Impact
Lifestyles		
Diet and nutrition		
Exercise and physical activity		
Substance use: tobacco, alcohol and drugs		
Education and learning or skills		
Social environment		
Employment (paid or unpaid)		
Social/family support		
Stress		
Income		

	Impact?	Description of Impact
Physical environment		
Living conditions		
Working conditions		
Accidental injuries or public safety		
Transmission of infectious disease		
Access to / Experience of services		
Health care		
Social services		
Housing services		
Education		
<p>What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to health determinants? If applicable. If nothing can be done please state.</p>		
<p>With these mitigations in place what is the rating of negative impact</p>		
<div> <input type="checkbox"/> High <input type="checkbox"/> Medium <input type="checkbox"/> Low <input type="checkbox"/> Negative Impact removed </div>		

Section 6

Public Sector Equality Duty

	Describe / Summarise How it will Contribute to or achieve:-
Elimination of Discrimination (directly or indirectly)	
Promotion of Equality of Opportunity	
Foster Good relations between Groups	

Section 7

Children and Young People's Rights

What impact could this proposal have? State if the impact is: **Positive (P)**, **Negative (N)**, **Neutral (Ne)** or **Not Known (NK)**.

In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact?	Description of Impact
What aspects of the policy / proposal will affect children and young people up to age 18?		
Identify which groups of children are most likely to be affected.		
Which UNCRC Articles could be impacted?		

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to children and young people's rights? If applicable.

With these mitigations in place what is the rating of negative impact

☐ High
 ☐ Medium
 ☐ Low
 ☐ Negative Impact removed

Section 8

Fairer Scotland Duty - People Experiencing Socio-Economic Disadvantage

The Fairer Scotland Duty places legal responsibility on NHS Grampian to actively consider how to reduce inequalities of outcome caused by socio-economic disadvantage. Activities (such as strategic plans, strategies and policies) that require a strategic decision and have potential to impact on health and widen health inequalities must have 'due regard' for the Duty. The Duty applies at strategic level, which normally include decisions around setting priorities and targets, allocating resources and commissioning services.

Does this activity/policy require a strategic decision?

☐ Yes

☐ No

If yes complete this section, If no go to Section 9.

What impact could this proposal have? State if the impact is: **Positive (P)**, **Negative (N)**, **Neutral (Ne)** or **Not Known (NK)**.

In what way will the proposal impact people experiencing socio-economic disadvantage? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact?	Description of Impact
People or families Living on a Low Income and / or with low wealth (including single parent households, households with more than 3 children, pensioners and Unskilled Workers or Unemployed)		
Carers (consider Kinship carers and carers who support a family member or friend without pay)		
People experiencing Homelessness / are at risk of Homelessness		
People affected by drug and / or alcohol use		
People involved in the criminal justice system		
Remote / Rural / Coastal Communities		
Communities in Areas of Deprivation		

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to people experiencing socio-economic disadvantage? If applicable. If nothing can be done please state.

With these mitigations in place what is the rating of negative impact

☐ High
 ☐ Medium
 ☐ Low
 ☐ Negative Impact removed

Section 9

Consumer Impacts

The Consumer Scotland Act 2020 places a Consumer Duty on the public sector to put consumer interests at the heart of strategic decision-making and ensure services are focussed on the needs of their users and local communities. This person-centred approach is intended to result in better quality services and outcomes for the public as consumers of public services across Scotland.

Does this activity/policy require a strategic decision?

☐

Yes

☐

No

If **Yes** complete this section, If **No** go to Section 10.

What impact could this proposal have? State if the impact is: **Positive (P)**, **Negative (N)**, **Neutral (Ne)** or **Not Known (NK)**.

In what way will the proposal impact on service users? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact?	Description of Impact
Individuals		
Small businesses		

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to service users? If applicable. If nothing can be done please state.

With these mitigations in place what is the rating of negative impact

☐

High

☐

Medium

☐

Low

☐

Negative Impact removed

Section 10

Climate Emergency, Sustainability and Environment.

Describe how the environment and climate change will be impacted.

What impact could this proposal have? State if the impact is: **Positive (P)**, **Negative (N)**, **Neutral (Ne)** or **Not Known (NK)**.

In what way will the proposal impact on achieving net zero and / or adapting the health system to minimise the impacts of climate change? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

	Impact?	Description of Impact
Sustainable provision of care		
Sustainable procurement of goods and services		
Circular Economy		
Water Usage		
Resource and Waste Management		
Bio-diversity and Greenspace		
Travel and Transport		
Facilities – buildings we own and occupy		
Energy Use - Efficiency and consumption		

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal? If applicable. If nothing can be done please state.

With these mitigations in place what is the rating of negative impact

☐ High
 ☐ Medium
 ☐ Low
 ☐ Negative Impact removed

If this activity is defined as a Plan, Programme or Strategy by the Environmental Assessment (Scotland) Act 2005 a Strategic Environmental Assessment will be required. Further information on this is provided in the supporting guidance [SEA](#)

Section 11

Other impact Assessment

Does this activity/policy require a strategic decision?

☐

Yes

☐

No

Island and Mainland Rural Communities Impact Assessment (IMRCIA)

☐

Yes

☐

No

Financial Impact Assessment

☐

Yes

☐

No

Other, please specify

Section 12

Action

Which of the following has the assessment been able to demonstrate?

Option 1 - No major change required (where no impact or potential for improvement is found)

Option 2 - Adjust (where a potential or actual negative impact or potential for a more positive impact is found)

Option 3 - Continue (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified)

Option 4 - Stop and remove (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issue can be addressed)

Explain Your Decision

- Include a summary of any changes you are making to the proposal as a result of impact assessment if you have decided **Option 2 – Adjust**
- Justify why the proposal should proceed without changes if you decide **Option 3 – Continue**
- Describe any other action you plan to take if you decide **Option 4 – Stop and Remove**

How will the Impact of the Proposal be Monitored?

Has the IIA been checked by a Level 1 IA assessor? If 'Yes' please provide details:

Yes ☐

No ☐

Name

Job Title

Date

Authorising Director / Officer Review the IIA and only sign it, if the IIA has been fully completed using appropriate evidence and you are assured 'due regard' has been given.

Name

Job Title

Department

Signature Date

Return to Equality and Diversity at gram.equalitydiversity@nhs.scot

- Completed form
- Copy of final draft/version of any documentation

To be completed by Equality and Diversity – for quality control purposes and recording

Recommendations

☐ IIA Only ☐ Children's Rights Impact Assessment

☐ Enhanced Equality Impact Assessment

Name:

Job Title:

Date

End of Impact Assessment Record.