



Equality Impact: Screening and Assessment Form

Section 1: Policy details - policy are shorthand for any activity of the organisation and could include strategies, criteria, provisions, functions, practices and activities including the delivery of our service.	
a. Name of policy or practice (list also any linked policies or decisions)	Anchor Strategic Plan
b. Name of department	Procurement, Workforce, Estates
c. Name of Lead	Jim Ward
d. Equality Impact Assessment Team [names, job roles]	Angela Kerr, Project manager John Brown, Regional Planning Manager Andrew Carruthers, Associate Director Care Quality Coralie Colburn, Senior HR Manager Alex Little, Deputy Head of Procurement Lorraine McAfeer, Head of Estates David Bywater, Director CQPD Julie Carter, Director of Finance Kenny Freeburn, East Regional Director Linda Eckton, Workforce Business Support Manager Mark Waugh, Head of Finance Rhona Robb, Head of Public Protection
e. Date of assessment	27/02/25
f. Who are the main target groups / who will be affected by the policy?	All communities served by the Scottish Ambulance Service, with a specific emphasis on socioeconomically disadvantaged populations experiencing significant health inequalities. Anchor Institution stakeholders

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

	<p>SAS key stakeholder department representatives (procurement, HR and estates)</p> <ol style="list-style-type: none"> 1. Workforce: <ul style="list-style-type: none"> • Employability Programmes: NHS Boards run various programmes to increase employment opportunities, particularly for target groups. • Accreditations: accredited with schemes like the Real Living Wage, Disability Confident, and Carer Positive. • Local Employability Partnerships: Boards engage with LEPs to improve job opportunities for local people. 2. Procurement: <ul style="list-style-type: none"> • Local Spending: NHS Boards aim to increase their spending on local businesses, SMEs, and third-sector organisations. • Community Benefits: Contracts to include clauses that deliver community benefits, such as employment and training initiatives. 3. Land and Assets: <ul style="list-style-type: none"> • Asset Transfers: processes in place for transferring assets to community groups. • Community Use: Strategies in place to ensure that NHS land and buildings can be used for community benefit.
g. What are the intended outcomes / purpose of the policy?	<p>The Anchor Plan recognises the importance of socio-economic factors influencing health and aims to implement effective strategies for improving them. This is a crucial approach to tackle the root causes of health inequalities and ensure equitable access to health resources and opportunities for employment and personal growth within the service.</p>

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

	<p>The plan aims to ensure that the policies and activities of NHS Boards as anchor institutions do not inadvertently disadvantage any group and actively promote equality. The intended outcomes include:</p> <ul style="list-style-type: none"> • Reducing Inequality: By targeting employment and procurement practices to benefit disadvantaged groups. the plan seeks to reduce health and economic inequalities and promote diversity within the workforce • Promoting Fair Employment: Ensuring that employment opportunities are accessible to all, particularly those from marginalised communities. • Supporting Local Economies: By increasing local procurement, the plan aims to stimulate local economies and support small businesses. Enhancing Community Well-being: Through the strategic use of land and assets, the plan aims to improve the overall well-being of local communities. • Strengthening community capacity to manage health conditions and emergencies effectively through targeted education and training programmes (e.g., "Young Minds Saves Lives"), particularly benefiting disadvantaged communities experiencing significant health inequalities. • Achieving sustainability objectives that improve environmental health outcomes, benefiting disadvantaged communities disproportionately impacted by climate change and environmental challenges. • Effective collaborations among NHS boards, local authorities, third-sector organisations, educational institutions, and communities should be created to jointly tackle the underlying socio-economic determinants of health inequalities.
--	--

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

h. Is the policy relevant to the General Duty to eliminate discrimination? Advance equality of opportunity? Foster good relations?	Yes
<p>If yes to any of the three needs complete all sections of the form (2- 7)</p> <p>If no to all of the three needs provide brief detail as to why this is the case and complete only section 7</p> <p>If don't know: complete sections 2 and 3 to help assess relevance</p>	

Section 2: Evidence, consultation and involvement Please list the available evidence used to assess the impact of this policy, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.			
a. Previous consultation / involvement with community, including individuals or groups or staff as relevant. Please outline details of any involvement / consultation, including dates carried out and protected characteristics			
Details of consultations - where, who was involved	Date	Key findings	Protected characteristics
Community and stakeholder engagement (e.g., Glasgow South Station initiative involving local community leaders and schools)	2022-23	Identified the need for community-focused facilities addressing health inequalities and economic disadvantages.	Mixed age, religion/belief, gender groups, carers, patients with long-term conditions, disability.
Young Minds Saves Lives initiative consultation with	2022-23	High interest and positive impact on youth employability and community resilience, need for inclusive programmes in diverse communities.	Mixed age, religion/belief, gender groups, carers,

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

Shawlands Academy, Holyrood Secondary, University of Glasgow			patients with long-term conditions, disability.
			Gender reassignment
			Gender / sex
			Marriage / civil partnership *
			Pregnancy / maternity
			Race
			Religion / belief
			Sexual orientation
Workstream leads have consulted with target groups local communities, employees, service users, local businesses, community organisations		Real living wage accreditation policy	Cross cutting - e.g. health inequalities - people with poor mental health, low incomes, involved in the criminal justice system, those with poor literacy, are homeless or those who live in rural areas. Other?

	Available evidence
b. Research and relevant information	Beyond this, the policy and strategy is aligned to: Children (Scotland) Act 1995 Children and Young Persons (Scotland) Act 2014 UNCRC (Incorporation) (Scotland) Act 2024 The UN Convention on the Rights of the Child (1989)

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

	<p>The Human Rights Act (1998)</p> <p>The Data Protection Act (2018)</p> <p>The General Data Protection Regulations (2016)</p> <p>Professional Codes of Conduct (HCPC/GMC/GPhC/NMC)</p> <p>Good Food Nation (Scotland) Act 2022</p> <p>Local Child Poverty Action Reports</p> <p>Anti-Racism Plans</p> <p>Fairer Healthier Economies</p>
c. Knowledge of policy lead	The anchor plan was developed and informed by the Director of Care & Professional Development and the Medical Director, who has extensive professional experience in health inequalities and workforce development.
d. Equality monitoring information -- including service and employee information	Regular monitoring of workforce diversity and recruitment data, informed by the workforce equality monitoring report that details the profile of staff
e. Feedback from service users, partner or other organisations as relevant	Written feedback from Scottish Government.
f. Other	Evidence from Public Health Scotland and Scottish Government through publications.
g. Are there any gaps in evidence? Please indicate how these will be addressed	Yes
Gaps identified	A gap in evidence is likely to be the external stakeholder engagement.
Measure to address these; give brief details. Further research? Consultation? Other	Targeted collaboration and feedback from external other anchor institutions.
Note: specific actions relating to these measures can be listed at section 5	

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

Section 3: Analysis of positive and negative impacts Please detail impacts in relation to the three needs specifying where the impact is in relation to a particular need - eliminating discrimination, advancing equality of opportunity and fostering good relations			
Protected characteristics	i. Eliminating discrimination	ii. Advancing equality of opportunity	iii. Fostering good relations
Age			
Positive impacts	ii. Employability programmes such as YMSL will increase exposure and opportunity of employment within SAS and wider NHS. The long-term aim of this work is to progress across Scotland, so will provide equal opportunity for all young people of Scotland. iii. Employability programmes such as YMSL will improve relationships between SAS and those taking part as aim to understand young people's needs and increase understanding of services that we deliver.		
Negative impacts	None identified.		
Opportunities to enhance equality	Employability programmes for older people through analysis of age profiles.		
Disability			
Positive impacts	Expansion of employability programmes such as YSML to ASL schools will work to reduce discrimination ii. Advance equality of opportunity for disabled people within SAS and NHS Scotland and iii. Foster good relations		
Negative impacts	None identified.		
Opportunities to enhance equality			
Gender reassignment			
Positive impacts			
Negative impacts	None identified.		
Opportunities to enhance equality			

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

Gender / sex	
Positive impacts	We will collaborate to support targeted job opportunities specifically across underrepresented groups, including LGBT communities that will ii. Increase awareness of available job roles within these groups with a view to increasing opportunity within the service
Negative impacts	None identified.
Opportunities to enhance equality	Employability programmes through analysis of gender profiles.
Marriage / civil partnership	
Positive impacts	
Negative impacts	None identified.
Opportunities to enhance equality	
Pregnancy / maternity	
Positive impacts	
Negative impacts	None identified.
Opportunities to enhance equality	
Race	
Positive impacts	
Negative impacts	None identified.
Opportunities to enhance equality	Employability programmes through analysis of race profiles.
Religion / belief	
Positive impacts	
Negative impacts	None identified.
Opportunities to enhance equality	
Sexual orientation	

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

Positive impacts	We will advertise targeted job opportunities specifically across underrepresented groups, including LGBT communities that will ii. Increase awareness of available job roles within these groups with a view to increasing opportunity within the service
Negative impacts	None identified.
Opportunities to enhance equality	
Cross cutting - e.g. health inequalities people with poor mental health, low incomes, involved in the criminal justice system, those with poor literacy, are homeless or those who live in rural areas. Other	YMSL will improve relationships between SAS and those taking part as aim to understand young people's needs and increase understanding of services that we deliver.
Positive impacts	
Negative impacts	None identified.
Opportunities to enhance equality	
Note: specific actions relating to these measures can be listed at section 5	

Section 4: Addressing impacts

Select which of the following apply to your policy and give a brief explanation - to be expanded in Section 5: Action plan

	Reasons
a. No major change - the EQIA shows that the policy is robust, there is no potential for	Having given due consideration to the work streams of activity and initiatives of the Anchor Plan Strategy there does not appear to be any

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

discrimination or adverse impact and all opportunities to promote equality have been taken	potential for discrimination or adverse impact to any community group and opportunities to promote equality where possible are being taken.
b. Adjust the policy – the EQIA identifies potential problems or missed opportunities and you are making adjustments or introducing new measures to the policy to remove barriers or promote equality or foster good relations	N/A
c. Continue the development and implementation of the policy without adjustments – the EQIA identifies potential for adverse impact or missed opportunity to promote equality. Justifications for continuing without making changes must be clearly set out, these should be compelling and in line with the duty to have due regard. See option d. if you find unlawful discrimination. Before choosing this option you must contact the Equalities Manager to discuss the implications.	N/A
d. Stop and remove the policy - there is actual or potential unlawful discrimination and these cannot be mitigated. The policy must be stopped and removed or changed. Before choosing this option you must contact the Equalities Manager to discuss the implications.	N/A

Section 5: Action plan

Please describe the action that will be taken following the assessment in order to reduce or remove any negative / adverse impacts, promote any positive impacts, or gather further information or evidence or further consultation

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

Action	Output	Outcome	Lead responsible	Date	Protected characteristic / cross cutting issue*
Targeted external stakeholder engagement	Stakeholder feedback	Better integration of anchor activities			All protected characteristics
Enhanced monitoring and reporting	Workforce Equalities reports	Improved transparency and actions on staff inequalities	Equality Lead		Age, Gender, Race, Disability
* list which characteristic is relevant - age, disability, gender reassignment, gender / sex, marriage and civil partnership, pregnancy and maternity, race, religion / belief, sexual orientation or cross cutting issue e.g. poor mental health, illiteracy etc					

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

Section 6: Monitoring and review Please detail the arrangements for review and monitoring of the policy	
	Details
a. How will the policy be monitored? Provide dates as appropriate	The policy will be monitored by the appropriate BAU function as defined. Progress is reviewed through the established anchor steering group which includes department (strategic leads)
b. What equalities monitoring will be put in place?	<p>In order to comply with the requirement under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 to publish annually, the Workforce Equality Monitoring Report to demonstrate how SAS gathers and uses equality information. In addition, we publish our Mainstreaming, Equality Outcomes and Gender Pay Gap reports (incl. Equal Pay Statement).</p> <p>A key element of the mainstreaming report is to illustrate how employee information is gathered and used to support change and improve outcomes for our workforce. The purpose of this report is to provide examples of how our activities demonstrate we are building equality and diversity in to all that we do. This work aligns with the requirements of the public sector duty to; eliminate discrimination, advance equality of opportunity and foster good relations. Reference is also made to a number of activities to illustrate how our work contributes to reducing health inequalities.</p>
c. When will the policy be reviewed? Provide a review date.	By 2026

Section 7: Sign off Please provide signatures as appropriate			
Name of Lead	Title	Signature	Date
Emma Stirling	Director Care Quality	Emma Stirling	08/06/25

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A

Completed form: copy of completed form to be retained by department and copy forwarded to Equalities Manager for publication on Service website	
---	--

Provide date this was sent	10/06/25
----------------------------	----------

Doc: ASP Equality Impact Screening and Assessment Form v1.0.docx	Page 1	Author: ASP Steering Group
Date 12/06/2025	Version 1.0	Review Date: N/A