

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

Equality Impact: Screening and Assessment Form



Section 1: Policy details - policy is 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)	Health & Wellbeing Strategy 2021 – 2024
b. Name of department	Organisational Development & Wellbeing
c. Name of Lead	Alison Ferahi
d. Equality Impact Assessment Team [names, job roles]	Alison Ferahi, Head of Organisational Development & Wellbeing Deirdre Joy, Head of Wellbeing Services
e. Date of assessment	Thursday 3 rd June 2021
f. Who are the main target groups / who will be affected by the policy?	All Staff Groups
g. What are the intended outcomes / purpose of the policy?	The intent of the Health & Wellbeing Strategy is to enable our people to feel healthy, well, valued, supported and love working for the Scottish Ambulance Service.
h. Is the policy relevant to the General Duty to eliminate discrimination? advance equality of opportunity? foster good relations?	Yes
If yes to any of the three needs complete all sections of the form (2- 7) If no to all of the three needs provide brief detail as to why this is the case and complete only section 7 If don't know: complete sections 2 and 3 to help assess relevance	

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

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
We have sought, collated and gathered feedback and views across our organisation over the last couple of years from discussions at many of our Service groups and committees, emails and feedback forms, data collated from staff experience, wellbeing and stress surveys, the 'What matters to you' campaign and through informal discussions every day in the workplace. These discussions have included all staff groups, leaders and members of the Board.	2018 – 2020	<p>A number of key findings emerged from the discussions and consultation with key stakeholders that formed the basis of our Health & Wellbeing Strategy.</p> <p>These findings are what our staff told us we need to prioritise in our Health & Wellbeing Strategy:</p> <ul style="list-style-type: none"> • Making the health & wellbeing of our people the top priority • Listening to our people & addressing their concerns • Our people feeling valued & supported • Achieving a better work / life balance • Reducing the stresses & pressures of relief working • Having regular conversations with and feedback from managers • Development & training for managers to help them support our peoples' health & wellbeing • Developing peer support • Mental health training for our people • Having non-judgemental debriefs following specific incidents • Helping our people to maintain fitness 	Age
			Disability
			Gender reassignment
			Gender / sex
			Marriage / civil partnership *
			Pregnancy / maternity
			Race
			Religion / belief
			Sexual orientation
			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?

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

Once we had a draft strategy a working group with a cross section of our staff further refined the strategy to produce the final version.	Sept – Dec 2020	<ul style="list-style-type: none"> Having a dedicated resource to support our peoples' welfare and wellbeing 	
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	Available evidence
b. Research and relevant information	We have reviewed current academic research regarding health & wellbeing and numerous health & wellbeing strategies across public, private and third sector that have provided a sound evidence base for and informed the development of our strategy.
c. Knowledge of policy lead	The Head of OD & Wellbeing is the lead for this work with over 35 years of experience in the NHS that includes 20 years in clinical roles. Is the Wellbeing Champion for the Scottish Ambulance Service and links to wellbeing network to share best practice across blue light services and other ambulance services across the UK.
d. Equality monitoring information -- including service and employee information	Informed by the workforce equality monitoring report that details the profile of staff.
e. Feedback from service users, partner or other organisations as relevant	The strategy was developed by our staff for our staff and their feedback is detailed in Section 2 above.
f. Other	
g. Are there any gaps in evidence? Please indicate how these will be addressed	None identified at this time.
Gaps identified	
Measure to address these; give brief details.	

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

Further research? Consultation? Other	
Note: specific actions relating to these measures can be listed at section 5	

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	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to age.		
Negative impacts	None identified at this time.		
Opportunities to enhance equality			
Disability			
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to disability.		
Negative impacts	None identified at this time.		
Opportunities to enhance equality			
Gender reassignment			
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to gender reassignment.		
Negative impacts	None identified at this time.		
Opportunities to enhance equality			
Gender / sex			
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to gender/sex.		

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

Negative impacts	None identified at this time.
Opportunities to enhance equality	
Marriage / civil partnership	
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to marriage/civil partnership.
Negative impacts	None identified at this time.
Opportunities to enhance equality	
Pregnancy / maternity	
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to pregnancy.
Negative impacts	None identified at this time.
Opportunities to enhance equality	
Race	
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to race.
Negative impacts	None identified at this time.
Opportunities to enhance equality	
Religion / belief	
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to religion or belief.
Negative impacts	None identified at this time.
Opportunities to enhance equality	
Sexual orientation	
Positive impacts	The initiatives & activity outlined in the Health & Wellbeing Strategy 2021-24 is available globally to the workforce with no restrictions in place due to sexual orientation.
Negative impacts	None identified at this time.
Opportunities to enhance equality	
Cross cutting - e.g. health inequalities people with poor	Poor mental health / psychological trauma

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

mental health, low incomes, involved in the criminal justice system, those with poor literacy, are homeless or those who live in rural areas. Other	
Positive impacts	There has been a greater focus on the provision and development of mental health support throughout the global pandemic and this will be further developed as the Health & Wellbeing Strategy progresses.
Negative impacts	None identified at this time.
Opportunities to enhance equality	There is opportunity to enhance equality of provision by ensuring that our related HR policies e.g. attendance management include managing the psychological impact of trauma and longer term mental health impacts of the challenges faced during the global pandemic.
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 discrimination or adverse impact and all opportunities to promote equality have been taken	Having given due consideration to the five work streams of activity and initiatives within the Health & Wellbeing Strategy 2021-24, there does not appear to be any potential for discrimination or adverse impact to any group of staff and opportunities to promote equality where possible have been 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	

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

<p>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.</p>	
<p>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.</p>	

<p>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</p>					
Action	Output	Outcome	Lead responsible	Date	Protected characteristic / cross cutting issue*
Expanding relevant HR policy to take cognisance of the psychological impact of trauma & long term mental health impact of the global pandemic	Our HR policy includes guidance on managing the psychological impact of trauma & long term mental health impact of the global pandemic	Managers are aware and can take positive steps to manage the psychological & long term mental health impact of the global pandemic on staff.	Head of HR/ER	March 2022	Poor mental health / psychological trauma
<p>* 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</p>					

Equality Impact Assessment – Health & Wellbeing Strategy 2021-24

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 Health & Wellbeing Strategy is monitored through the Staff Governance Committee with progress reports presented quarterly.
b. What equalities monitoring will be put in place?	Equalities monitoring will form part of the workforce equalities monitoring report.
c. When will the policy be reviewed? Provide a review date.	The Health & Wellbeing Strategy will be reviewed in March 2024.

Section 7: Sign off Please provide signatures as appropriate			
Name of Lead	Title	Signature	Date
Alison Ferahi	Head of OD & Wellbeing	<i>Alison Ferahi</i>	03/06/21
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	11/06/21		