

EQUALITY IMPACT ASSESSMENT (EQIA): SCREENING FORM

Introduction to the EQIA screening process

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed**

A clear definition of what is being screened and its aims

2. **Evidence & Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups)

3. **Differential Impact**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level

4. **Outcomes and Action**

Develop an action plan to make changes where a negative impact has been assessed

5. **Monitoring Outcomes and Next Steps**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

1. IDENTIFY THE POLICY, PROJECT, SERVICE REFORM OR BUDGET OPTION:

a) Name of the Policy, Project, Service Reform or Budget Option to be screened

Addiction Service Reform of Purchased Community Support Services – Development of Purchased Community Alcohol and Drug Recovery Services

b) List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option

- Reform of existing Community Alcohol Support Services, Community Rehabilitation Service and Pregnancy and Early Years' Service
- Develop via tender exercise, Purchased Community Alcohol and Drug Recovery Services
- Integration of purchased community alcohol and drug services
- Integration of Pregnancy and Early Years Support within Purchased Community Alcohol and Drug Recovery Services

c) Name of officer completing assessment (signed and date)

Angela Dowdalls – 28.10.15

d) Assessment Verified by (signed and date)

Pat Coltart – 28.10.15

2. EVIDENCE & ENGAGEMENT

The best approach to find out if a policy, etc is likely to impact negatively or positively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. This will provide you with what do you need to know that will provide you with evidence of the needs of the diverse population and their needs.

Please name any research, data, consultation or studies referred to for this assessment:	Please state if this reference refers to; Gender, BME, Disabled people, LGBT, older people, children & young people or faith & belief.	Do you intend to set up your own consultation? If so, please list the main issues that come from this consultation.
Glasgow City Alcohol & Drug Partnership Prevention and Recovery Strategy 2014-2017	Children & Young People	No
Glasgow Addiction Service Review of Community Addiction Teams	Children & Young People	No
Consultation with Glasgow City Addiction Reform Group		No

3. DIFFERENTIAL IMPACT

Use the table below to tick where you think the **Policy, Project, Service Reform or Budget Option** has either a negative impact (could disadvantage them) or a positive impact (contributes to promoting equality or improving relations within a equality group), based on the evidence you have collated

		Positive Impact – it could benefit an equality group	Good Practice/ Promotes Equality or improved relations	Negative Impact – it could disadvantage an equality group	Reason for Change in Policy or Policy Development
GENDER	Women	The development of Community Alcohol & Drug Recovery Services will be person centred and equality sensitive. Services will be accessible to those who share protective characteristics, with emphasis on developing gender specific service delivery model		The development is likely to have low adverse effect on those protected characteristics. The service will be developed in relation to the level of need.	Improved access to recovery focused alcohol and support services within required locality
	Men				
RACE	Asian People				
	Black People				
	Chinese People				
	White People				
	People of mixed race				
	European People (Polish, Greek, Italian, etc)				
DISABILITY	Physical disability	Develop more accessible	The development of Integrated Drug and	No adverse effect identified	

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		integrated alcohol and support services via Hub and Spoke Model. Increase outreach support for those with mobility issues	Alcohol Recovery Services will offer an improved support service to all vulnerable adults with both an in-reach community model and assertive outreach approach		
	Sensory Impairment (sight, hearing,)				
	Mental Health Issues				
LGBT	Lesbians				
	Gay Men				
	Bisexual				
	Transgender				
AGE	Older People (60 +)				
	Younger People (16-25)				
	Children (0-16)	Pregnancy and Early Years support will be extended to include all vulnerable children and their families. Support will be delivered with their local community			
MARRIAGE & CIVIL PARTNERSHIP	Women				
	Men				
	Lesbians				
	Gay Men				
PREGNANCY & MATERNITY	Women	Community Alcohol and Drug Recovery		Extending Pregnancy and Early Years support to all	

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		Services with offer specialist support to Pregnant Woman pre and post birth within their local community		vulnerable families will have an impact on the availability of service to Pregnant Woman however service delivery will be developed in relation to the levels of need	
RELIGION & BELIEF	Input *				

* There are too many faith groups to provide a list, therefore, please input the faith group e.g. Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

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Continue to answer or tick the following questions where the initial screening (above) indicated that there may be a negative impact on certain equality groups. ** Equality Legislation listed a back of this document.

IMPACT	YES	NO
HIGH		
There is substantial evidence and/or concern that people from different groups or communities are (or could be) differently affected by the policy.		
MEDIUM		
There is some evidence and/or some concern that people from different groups or communities are (or could be) differently affected		
LOW		
There is little or no evidence that some people from different groups or communities are (or could be) differently affected.	YES	
Does the negative impact breach any of the equality legislation? **		NO
	Immediately	Within next 6 months
The negative impact requires action to be taken		

** See summary of legislation in appendix at the back of this form (you may also require to refer directly to the Equality Act 2010)

4. OUTCOMES AND ACTION

SCREENING ASSESSMENT OUTCOME ACTIONS

Screening Outcome	Yes /No /Not At This Stage	Further Action Required	Lead Officer	Timescale for Resolution
Was a significant impact from the project, policy or strategy identified?	No			
Does the project, policy of strategy require to be amended to have a positive impact?	No			
Does a Full Impact Assessment need to undertaken?	No	The EQIA Screening has identified that this development will better serve protected and disadvantaged groups. Future service providers will be required to promote and demonstrate equality of access. It is therefore not envisaged that there will be any adverse equality issues from this proposal		
If none of the above is required, please recommend the next steps to be taken. (i.e. is there a strategic group that can monitor any future impacts as part of		The Addiction Reform Group will continue to monitor the development of the Purchased Community Alcohol and Drug Recovery Services to ensure that we are continuing to achieve the expected outcomes for all	Angela Dowdalls	Development of Purchased Community Alcohol and Drug Recovery Services - 2016

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implementation?)		protected characteristics and equality groups.		
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5. MONITORING OUTCOMES AND NEXT STEPS

The equalities impact assessment screening is not an end in itself but the start of a continuous monitoring and review process.

It is our responsibility to identify any current, new or developing issues raised by the community.

Individual services are responsible for conducting the impact assessment for their area, staff from **Corporate Strategic Policy and Planning** will be available to provide support and guidance.

Legislation

Equality Act (2010) - the Equality Act 2010 (Specific Duties) Scotland Regulations 2012

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of:

- race
- sex
- sexual orientation (whether being lesbian, gay, bisexual or heterosexual)
- disability (or because of something connected with their disability)
- religion or belief
- being a transsexual person (transsexuality is where someone has changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law)
- having just had a baby or being pregnant
- being married or in a civil partnership, and
- age.

Further information: <https://www.gov.uk/equality-act-2010-guidance>

As noted the Equality Act 2010 simplifies the current laws and puts them all together in one piece of legislation. In addition the **Specific Duties (Scotland Regulations 2012)** require local authorities to do the following to enable better performance of the general equality duty:

- report progress on mainstreaming the general equality duty
- publish equality outcomes and report progress in meeting those
- impact assess new or revised policies and practices as well as making arrangements to review existing policies and practices gather, use and publish employee information
- publish gender pay gap information and an equal pay statement
- consider adding equality award criteria and contract conditions in public procurement exercises.

Further information: <http://www.equalityhumanrights.com/about-us/devolved-authorities/the-commission-in-scotland/legal-news-in-about-us/devolved-authorities/the-commission-in-scotland/articles/understanding-the-scottish-specific-public-sector-equality-duties>

Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.