

Impact Assessment Tool

This Tool has been developed to ensure that equalities, human rights, economic and social factors are being considered ahead of the implementation of any new or revised policies, plans, projects, practices or strategies. Please note for the purpose of this document these will be grouped together and simply referred to as ‘**activity**’.

General Information			
Name of activity	ADP Strategy		
Lead person and job title	Jackie Davies		
Contact Information (<i>telephone and/or email</i>)	Jackie.Davies@nhs.scot	Date of this assessment	28/04/2023
Names and roles of those involved in the impact assessment process	Jackie Davies (ADP Strategic Lead), Jacqueline Stewart (ADP Development Officer),		
Describe the activity in no more than 200 words	<p>The overarching aim of the Alcohol and Drug Partnership (ADP) is to drive forward the alcohol and drugs agenda through the planning, design, commissioning of services and prevention initiatives that help to reduce the harm from alcohol and drugs.</p> <p>This strategy sets out Dumfries and Galloway Alcohol and Drug Partnership’s plan for preventing and reducing alcohol and drug related harm from 2023-2026.</p> <p>The Aims:</p> <ul style="list-style-type: none"> • <i>Implement an alcohol and drugs strategy informed by local voices</i> • <i>Reduce inequality and harm via activity ranging from prevention through to recovery</i> • <i>Deliver quality services that support recovery and involve people and families with personal experience of drug and alcohol problems and people currently using relevant services</i> • <i>Direct funding towards agreed priorities, working within local commissioning frameworks</i> • <i>Regularly report on performance and measure progress against a set of indicators</i> • <i>Respond to changing national and local priorities</i> <p>Measures of success: An ADP Delivery Plan will accompany this strategy which will detail various activities and measures to ensure implementation.</p>		
How will people be affected by this activity?	<p>Those who will be affected by the change: People who use drug and alcohol services, People who do not use drug and alcohol services but could benefit, Family members/friends, People providing the drug and alcohol services, the population of Dumfries and Galloway, and key partners and stakeholders.</p> <p>The impact will be that the strategy will reflect the voices of those with lived and living experience, and what they feel the priorities are for the ADP. As part of this strategy we have engaged with the</p>		

	population including those who have lived and living experience and their families.
Who has been involved in the development of this activity and in what capacity?	<p>Short Life Working Group: Managers and staff from NHS and Council <i>This was a subgroup set up by the ADP to establish a draft strategy.</i></p> <p>Engagement Exercise: General population, those with lived and living experience, staff in services and families <i>This was a four week engagement exercise which was conducted during February 2023. Using a variety of methods such as online questionnaires, focus groups and a development day</i></p>
Please include any evidence or relevant information that has influenced the overall decision being considered within this impact assessment	The Strategy is a national requirement as part of the Scottish Government and COSLA's Partnership Delivery Framework 2019.

Impact Assessment Questions

Please complete the table below and outline within the comments sections:

1. any evidence, relevant information or involvement that has influenced the decision on impact (this may also include demographic profiles, audits, research, health needs assessment, work based on national guidance, findings from engagement and consultation). Prompts are available on **page 4** to support discussion around potential impacts.
2. Mitigating measures that will be taken to ensure that no impact is negative

When assessing the impact on each protected characteristic, you should consider the following aims of the Public Sector Equality Duty:

- Does the proposed activity impact on the **elimination of discrimination**?
- Does the proposed activity contribute towards **advancing equality of opportunity** by removing or minimising disadvantages, meeting the needs of particular groups and encouraging participation in a particular activity?
- Does the proposed activity **foster good relations** between different groups?

Protected Characteristics/Impact Areas	What will the positive impacts be?	What will the negative impacts be?	What measures will be put into place to mitigate any negative impacts?
Age	<ul style="list-style-type: none"> • Eliminating discrimination by engaging with individuals affected by drug and alcohol use, their family members and friends as well as members of staff. • People affected by drug and alcohol use who are vulnerable group of adults are given opportunity to express their views around the plans for alcohol and drug services. • Children and Young People under the age of 18 also have the opportunity to input to the strategy • Older Drug users are deemed to be aged over 35. The average drug related death is 42 in Dumfries and Galloway. Services will review health and wellbeing and target harm reduction messages to older drug users as well as refer onto appropriate health services 	Older people who drink excessively, but see it as normal intake, not engaging with services	Revisit Alcohol Brief Interventions to encourage relevant partners to screen their older clients for excessive alcohol intake and refer on to appropriate services
Disability	<ul style="list-style-type: none"> • This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no 	<ul style="list-style-type: none"> • None 	

	barriers or discrimination around disability.		
Sex	<p>This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no barriers or discrimination around gender.</p> <p>It will have a positive effect on older males in particular around service delivery and reducing drug deaths</p>	<ul style="list-style-type: none"> • None 	
Gender reassignment and Transgender	<p>This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no barriers or discrimination around gender reassignment and transgender</p>	<ul style="list-style-type: none"> • None 	
Marriage and Civil Partnership	<ul style="list-style-type: none"> • This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no barriers or discrimination around marriage and civil partnership. 	<ul style="list-style-type: none"> • None 	
Pregnancy and Maternity	<ul style="list-style-type: none"> • A pregnancy report was conducted which highlighted gaps in service delivery for maternity services. This is now a 		

	key area included within the strategy.		
Race	<ul style="list-style-type: none"> • This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no barriers or discrimination around race. 		
Religion or belief	<ul style="list-style-type: none"> • This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no barriers or discrimination around religion or belief. 		
Sexual orientation	<ul style="list-style-type: none"> • This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no barriers or discrimination around sexual orientation. 		
Carers	<ul style="list-style-type: none"> • At the heart of this strategy the ADP has ensured the voices of those with lived and living experience, included those of carers and families have the opportunity to shape the development of this strategy. 		
Human Rights	<ul style="list-style-type: none"> • The national strategy, Rights, Respect and Recovery is founded through a human 		

	<p>rights based approached and the local strategy will also reflect this.</p> <ul style="list-style-type: none"> • Relevant human rights for this strategy: <ol style="list-style-type: none"> 1. The right to life 2. Respect for privacy and family life 3. No discrimination 		
Health & Wellbeing & Health Inequalities	<ul style="list-style-type: none"> • The strategy aims to improve the health and wellbeing of people who use drugs and alcohol, their family members and the wider population. 		
Economic & Social Sustainability	<ul style="list-style-type: none"> • This is a high level strategy. As a collective it will have no impact, however within the strategy commissioning of services ensures that there are no barriers or discrimination around economic and social sustainability. 		
Staff	<ul style="list-style-type: none"> • Staff are able to contribute to the development of this strategy and shape the delivery of services 		

Where any potentially negative impacts are identified on page 2 of this document, **the mitigating/follow up actions must be fully documented.**

Does the activity have the possibility to support or detract from our efforts to promote the inclusion of people from under-represented groups?	This strategy has the possibility to support our efforts to promote the inclusion of people from under-represented groups, by having an open engagement exercise.	
Does this activity require consideration of the Fairer Scotland Duty ? If yes, please outline the steps taken to meet the needs of the duty.	<p>The ADP is a partnership of public bodies (and third sector partners). These partners will ensure that the Fairer Scotland Duty is adhered to.</p> <ul style="list-style-type: none"> • This ADP strategy actively considers how they could reduce inequalities and stigma around people who use drugs and alcohol any major strategic decision. • Primary prevention initiatives should have a positive impact on families, communities, health and social care services and wider services by reducing harm and raising awareness of the impact of drug and alcohol problems on individuals, families and the wider community. 	
Please indicate how are you ensuring the information about the activity and around the proposed changes is accessible in terms of communication in the following formats:	Easy Read	Discussed with NHS DG Patient Services who have suggested that if required we can provide an easy read (but it is not compulsory).
	British Sign Language	
	Alternative Languages	
	Large Print	
	Other (please specify)	
How will you monitor the ongoing impact of the activity on protected characteristic groups?	An EQIA is built in to the strategy questionnaires.	
Please outline next steps	The next stage in the impact process will be developing a delivery plan.	

When complete, the lead person should send a copy of the Impact Assessment Tool to the Equality and Diversity Lead by emailing it to – dg.odl@nhs.scot. The impact assessment will then be published on the NHS Dumfries and Galloway public website at www.nhsdg.co.uk

Please take 5 minutes to share your experience of completing this Impact Assessment by completing [this short survey](#)

Please note that this is a legal document stating that you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission.

