

Equality Impact Assessment Tool

This Tool has been developed to ensure that equalities, human rights, economic, social factors and the Armed Forces Covenant Duty are being considered ahead of the implementation of any new or revised policies, provisions, criteria, functions, practices and activities, including the delivery of services. Please note for the purpose of this document these will be grouped together and simply referred to as 'activity'.

General Information			
Name of activity	Proposed revisions to the Dumfries and Galloway Integration Scheme (the Integration Scheme)		
Lead person and job title	Vicky Freeman – Strategic Policy Lead		
Contact Information <i>(telephone and/or email)</i>	<i>Vicky.freeman2@nhs.scot</i>	Date of this assessment	22 nd August 2025
Names and roles of those involved in the impact assessment process	<p>Vicky Freeman, Strategic Policy Lead</p> <p>Nicole Hamlet, Chief Officer</p> <p>Linsey Little, Poverty and Inequalities Development Officer</p> <p>Lynsey Fitzpatrick, Inequalities Manager</p>		
Describe the activity in no more than 200 words	<p>NHS Dumfries and Galloway and Dumfries and Galloway Local Authority (the Parties), Senior Officers have, in consultation with stakeholders (as stated in 'The Public Bodies (Joint Working) (Prescribed Consultees) (Scotland) Regulations 2014), considered proposed changes to the Integration Scheme.</p> <p>The NHS Board (the NHS Board) propose a change to the services attached to the functions delegated to the Integration Joint Board i.e. reconfiguring the responsibility for planning the health services that may be delegated to the Integration Joint Board, (as stated in The Public Bodies (Joint Working) (Prescribed Health Board Functions) (Scotland) Regulations 2014), back from the Integration Joint Board to the NHS Board.</p> <p>The NHS Board also propose a reduction in the number of voting members of the Integration Joint Board.</p>		
How will people be affected by this activity?	<p>It is anticipated that the changes proposed to the Integration Scheme will impact positively, both directly and indirectly, on people in so far as they are intended to:-</p> <ul style="list-style-type: none"> • Significantly strengthen the service planning interfaces that support collaborative and integrated ways of working at local, regional and national levels; • Align local planning structures with new regional and national health planning structures and approaches designed to ensure long term sustainability of complex, acute health services; and • Achieve greater consistency with the arrangements for integration in Dumfries and Galloway with that in other areas of Scotland to align with the scope and 		

	<p>remit of the new National Care Service Advisory Board.</p> <p>Resulting in</p> <ul style="list-style-type: none"> • Services that are more seamless and sustainable • More effective use of available resources • More equitable access to services • Improved outcomes for people
<p>Who has been involved in the development of this activity and in what capacity?</p>	<p>This activity has been jointly developed between the Parties to the Integration Scheme.</p> <p>Additionally, a 4 month period of engagement with stakeholders as they are outlined within with 'The Public Bodies (Joint Working) (Prescribed Consultees) (Scotland) Regulations 2014, has been undertaken.</p> <p>These groups included;</p> <ul style="list-style-type: none"> • Health professionals • Users of healthcare • Carers of health Care • Commercial providers of health care • Non-commercial providers of health care • Social care professionals • Users of social care • Carers of users of social care • Commercial providers of social care • Non-commercial providers of social care • Staff of the health board and local authority who are not health professionals or social care professionals • Non-commercial providers of social housing • Third sector bodies carrying out activities related to health or social care
<p>Please include any evidence or relevant information that has influenced the overall decision being considered within this impact assessment</p>	<p>Members of the EQIA were provided with;</p> <ul style="list-style-type: none"> • The Summary of Stakeholder Engagement • The feedback from that engagement <p>Additionally, members were provided the following documents as context for the proposals</p> <ul style="list-style-type: none"> • DL31 (Nov 2024) • Service Renewal Framework (June 2025)

Impact Assessment Questions				
Protected Characteristics/Impact Areas	Are there any positive impacts? Yes/No	Are there any negative impacts? Yes/No	Rationale for decision and further comments <i>Use prompts from page 6 onwards to expand on what the potential positive and negative impacts might be.</i> <i>Use space to include any specific evidence or data relating to the protected characteristic/impact group that has been noted or gathered. You may find further information on the Equality and Diversity Folders on Beacon</i>	What measures will be put into place to mitigate any negative impacts? <i>Please note any measures that will be put in place to mitigate negative impacts</i>
Age <ul style="list-style-type: none"> • Early years, children and young people, including care experienced young people • Working aged people • Older People 	Yes -	No	<p>It is anticipated that the changes proposed to the Integration Scheme will impact positively, both directly and indirectly, on each of these groups in so far as they are intended to:-</p> <ul style="list-style-type: none"> • Significantly strengthen the service planning interfaces that support collaborative and integrated ways of working at local, regional and national levels; • Align local planning structures with new regional and national health planning structures and approaches designed to ensure long term sustainability of complex, acute health services; and • Achieve greater consistency with the arrangements for integration in Dumfries and Galloway with that in other areas of Scotland to align with the scope and remit of the new National Care Service Advisory Board. <p>Resulting in</p>	

			<ul style="list-style-type: none"> • Services that are more seamless and sustainable; • More effective use of available resources; • More equitable access to services; and • Improved outcomes for people <p>The responsibility for the planning and delivery of health services relating to children would move from the Integration Joint Board to the NHS Board. This will better align with Dumfries and Galloway Local Authority's arrangements for Children's services, simplifying and clarifying lines of governance and accountability.</p> <p>Children's services will continue to be overseen in Dumfries and Galloway by Children's Services Strategic and Planning Partnership (CSSaPP)</p>	
<p>Disability (<i>This includes physical disability, learning disability, sensory impairment, long term medical conditions and mental health conditions</i>)</p>	Yes	No	<p>Achieving greater consistency with the arrangements for integration in Dumfries and Galloway with that in other areas of Scotland and aligning with the scope and remit of the new National Care Service Advisory Board (NCSAB) will support service improvement by</p> <ul style="list-style-type: none"> • Enabling direct data comparison e.g. National Benchmarking data and Health and Wellbeing Outcomes; • Benefit from the support and advice of the NCSAB in relation to these areas of care and support; and • Facilitate more integrated, cross boundary 	

			<p>approaches to service delivery</p> <p>Both Parties' will continue to consider reasonable adjustment provisions, tailored to the needs of individuals, where those needs are identified.</p>	
Sex/Gender	Yes	No	<p>The Integration Scheme promotes equity of service provision and access to treatment, care and support across all health and care services.</p> <p>Further EQIA work will be undertaken should changes to specific services be proposed.</p>	
Gender reassignment and Transgender	Yes	No	<p>The Integration Scheme promotes equity of service provision and access to treatment, care and support across all health and care services.</p> <p>Further EQIA work will be undertaken should changes to specific services be proposed</p>	
Marriage and Civil Partnership	No	No	<p>The proposed changes to the Integration Scheme will not impact on marriage and civil partnership</p>	
Pregnancy and Maternity	Yes	No	<p>Realigning the responsibility for planning maternity services with the NHS Board achieves greater consistency with arrangements elsewhere in Scotland making this service more easily, directly comparable.</p>	
Race <i>(includes Gypsy/Travellers and those whose first language is not English)</i>	Yes	No	<p>The Integration Scheme promotes equity of service provision and access to treatment, care and support across all health and care services.</p> <p>Further EQIA work will be undertaken should changes</p>	

			to specific services be proposed	
Religion or belief	No	No	The proposed changes to the Integration Scheme will not impact on religion or belief	
Sexual orientation	No	No	The proposed changes to the Integration Scheme will not impact on sexual orientation.	
Human Rights	Yes	No	Being able to better compare Health and Well being Outcomes will help us to better understand the impacts on human rights.	
Carers	Yes	No	<p>Carer representatives were included in the development of the Integration Scheme and any revised Integration Schemes.</p> <p>In addition to the above anticipated positive impacts of the changes as they are noted above under the 'Age' section, the proposed change in health planning responsibilities supports the Integration Joint Board to focus available resources solely on those services delivered locally providing greater opportunities for services to be delivered closer to where people live.</p> <p>The Integration Joint Board has a Carers representative as an advisory member and also has planning responsibility for the Carers Act and services relating to Carers.</p> <p>A multi professional multi agency Carers Programme Board is also established.</p>	

<p>Staff:</p> <ul style="list-style-type: none"> • Full time • Part time • Shift workers • Staff with protected characteristics • Staff vulnerable to falling into poverty 	Yes	No	<p>The proposed reconfiguration of health planning</p> <ul style="list-style-type: none"> • Enables health and social care professionals, working jointly within the Health and Social Care Partnership (the Partnership) to focus solely on the needs of individuals and particular groups at a local level. • Provides and maintains clear lines of governance and accountability for staff <p>Further EQIA work will be undertaken in relation to the impacts on staff should there be significant service change/ways of working in the future.</p>	
<p>Poverty ‘at risk’ groups</p> <ul style="list-style-type: none"> • Unemployed people • People on benefits • Pensioners • Care Experienced people • Those living in the most deprived communities • Remote rurality 	No	No	<p>The proposed changes to the Integration Scheme would not impact on ‘at risk’ groups however, further EQIA work will be undertaken in relation to the impacts on these groups should there be significant service change/ways of working in the future</p>	
<p>People with low literacy/numeracy, poorer skills and/or attainment</p>	No	No	<p>The Integration Scheme will continue to be available in different languages and formats on request.</p> <p>Both Parties’ consider reasonable adjustment</p>	

			provisions, tailored to the needs of individuals, where those needs are identified.	
Those involved in the criminal justice system and their families	No	No	Further EQIA work will be undertaken in relation to the impacts on this group should there be significant service change/ways of working in the future.	
Homelessness	No	No	Further EQIA work will be undertaken in relation to the impacts on this group should there be significant service change/ways of working in the future.	
People who are displaced incl. refugees & asylum seekers	No	No	Further EQIA work will be undertaken in relation to the impacts on this group should there be significant service change/ways of working in the future.	
Economic & Social Sustainability	Yes	No	NHS Board participation in new population based structures and planning will support health service sustainability and efficiency.	
Environmental	No	No	No environmental impacts were identified.	
Armed Forces Personnel and Veterans	No	No	Both Parties' have signed the Community Covenant (Armed Forces) ensuring those who serve in the armed forces and their families are treated fairly.	

Does this activity require consideration of the Fairer Scotland Duty? If yes, please outline the steps taken to meet the needs of the duty.	No impacts identified from this activity.
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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, where relevant:	Easy Read	Yes
	British Sign Language	On request
	Alternative Languages	On request
	Large Print	Yes
	Other (please specify)	None

Summary Sheet

Name of Activity	Proposed revisions to the Integration Scheme
Date of Impact Assessment	22 nd August 2025
Key Lead Contact	Vicky Freeman

Please summarise any identified negative impacts and associated mitigations/actions:

Negative Impact	Mitigation/Action	Responsibility/Timescale
None		

Monitoring

<p>How will you monitor the ongoing impact of the activity on all population groups?</p>	<p>Annual Report on the delivery of the Strategic Commissioning Plan.</p> <p>Annual Delivery Plans</p> <p>Performance Reports</p> <p>Feedback from the people who use health and social care services their families and Carers</p> <p>Quality and Complaints Reports</p> <p>Feedback from NHS Dumfries and Galloway and Local Authority staff working in the Partnership.</p> <p>The Integration Scheme is required to be reviewed</p> <ul style="list-style-type: none"> • At the request of either of the Parties; and • Before expiry of the relevant period <p>The relevant period is five (5) years from the date the Scottish ministers approve a revised Integration Scheme</p> <p>OR</p> <p>In instances where the local authority and the Health Board undertake a review and decide that no changes to the Integration Scheme are necessary or desirable, the five year 'relevant period' period commences from the day on which that decision is made.</p>
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Next Steps in the Impact Assessment Process

When complete, the lead person should send a copy of the full Impact Assessment Tool to the Equality

and Diversity Lead by emailing it to dg.cbsteam@nhs.scot.

The impact assessment will then be published on the NHS Dumfries and Galloway and Dumfries and Galloway Council public websites at www.nhsdg.co.uk www.dumgal.gov.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.