

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	Arts in Healthcare Programme Vision and Priority Areas 2025-2028.		
Lead person and job title	Valerie White Director of Public Health		
Contact Information (telephone and/or email)	Valerie White Director of Public Health valerie.white@nhs.scot	Date of this assessment	June 2025
Names and roles of those involved in the impact assessment process	Assessment initially completed by the lead person, with comments and final version agreed by the Arts in Healthcare Steering group which includes representatives from the following teams: Non- Executive Board Member General Manager NHS Estates Workforce/Organisational Development NHS Charity NHS Communications OutPost Arts – Organisation responsible for operational delivery of the Arts in Healthcare programme		
Describe the activity in no more than 200 words	The NHS Dumfries and Galloway Arts in Healthcare Programme is funded by the NHS Charity, it is part of a connected suite of programmes delivered by OutPost Arts which include Community Creative Wellbeing and Creative Wellbeing Network ¹. During 22-25 the project has developed and evolved and incorporates the following three core strands: • Participation – of staff, volunteers, visitors and patients • Events and Exhibitions – running a series of event and exhibitions within our healthcare spaces • Enhancing Spaces – within our healthcare environment The key aims of the Arts in Healthcare Programme have been to: • improve the morale, health and wellbeing of patients, visitors, volunteers, and staff, • enrich the patient journey and visitor experience, • increase access to arts/culture in healthcare settings, confronting health inequalities, • connect to wider art, culture and third sector organisations, services and initiatives, through collaboration and partnership working, • raise awareness and understanding of art/culture’s positive impact on health and wellbeing. The NHS Charity has agreed a further 3 years of funding until March 2028. A document detailing the vision of the project and key priority areas of focus for the next 3 years has been developed. This work is overseen by the Arts in Healthcare Steering group who report into the NHS Board Management Team and onward to the NHS Board through its committee structure. Our Vision By 2028 our Arts in Healthcare programme will: "Transform the healthcare we provide by recognising and utilising the power of the arts as a vital tool for promoting wellbeing, fostering meaningful connections within our staff and communities, addressing inequalities, and championing climate-conscious		

	practices. Our programme aims to become a nationally recognised leader in the integration of art for health, creating a lasting impact on individuals, our communities and the environment." In achieving our vision, we ascribe to the principles laid out in 'A Manifesto for Creative Wellbeing in Dumfries and Galloway' Link to Manifesto To achieve our vision our key areas of focus during 25-28 will be: 1. Communication – of our vision, key programme elements to our staff, partners and wider communities. 2. Staff Engagement & Wellbeing – we will offer a rolling programme of team development sessions and opportunities for staff to engage in creative wellbeing activities, connecting staff to wider community creative opportunities. We will use our Arts in Healthcare Programme to celebrate the diversity of our staff and patients. 3. Expanding Participation & Collaboration – our patient creative wellbeing offers will be targeted to those who would be least likely to access creative wellbeing themselves or who experience barriers to participation. We will build partnerships with the local creative sector through participation in the wider regional cultural partnership and ensure creative wellbeing opportunities are available to patients and staff across the region. 4. Enhancing clinical spaces, including greenspaces – we will use creative means, and engage key stakeholders, to co-create uplifting, positive and relaxing internal and external spaces across our healthcare estate. 5. Connecting to National Networks – we will connect into national networks, promoting our programme, sharing successes and learning and exploring national funding opportunities and initiatives. 6. Develop Infrastructure & Resources – through our connections locally and nationally we will develop a long-term funding strategy to embed and further develop our programme. We will develop our arts asset register and our infrastructure to display and showcase our art collection. 7. Plan & Organise Events & Exhibitions – we will develop a calendar of events and exhibitions across our region connecting to key national, regional and local events to enable staff and our communities to celebrate creativity - developing connections and shared purpose. 8. Connection to tackling climate change – we will embed sustainable practices in our arts in healthcare programme and use it to communicate and engage people on the impact of climate change and promote the role communities and healthcare can play in tackling climate change. 9. Monitor, Evaluate, & Share Successes – we will continue to monitor and evaluate the impact of our programme, sharing impact summaries and outcomes both internally within the NHS and at regional and national levels. 10. Building Academic Partnerships and Cultural Partnerships– we will develop partnerships with academic institutions and wider cultural organisations, bringing research expertise and resources into the programme.
How will people be affected by this activity?	The programme seeks to promote the value of creative wellbeing to patients, staff and the wider public.

Who has been involved in the development of this activity and in what capacity?	There has not been any specific engagement on the development of the vision or priority areas but this builds on feedback from the first two years of the Arts in Healthcare Programme and engagement exercises during the development of a manifesto for creative wellbeing in Dumfries and Galloway Link to Manifesto
Please include any evidence or relevant information that has influenced the overall decision being considered within this impact assessment	There is a huge range of evidence that supports how the arts can support wellbeing. What is the evidence on the role of the arts in improving health and well-being? A scoping review National Centre for Creative Health Art in Healthcare - DG Creative Wellbeing OutPost Arts - Art Journal Development Project Report DG Creative Wellbeing Project Report 2023-2025

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 6** 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	Are there any positive impacts? <i>Yes/No</i>	Are there any negative impacts? <i>Yes/No</i>	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 • Early years, children and young people, including care experienced young people • Working aged people • Older People	Yes	Non Identified	The evidence review undertaken by the WHO demonstrated that the arts can support physical and mental health through prevention, promotion and within treatment and management. Research to develop an initial art journal project outlined barriers people faced in relation to participation in the arts. The creative wellbeing programme seeks to address these barriers and our Arts in Healthcare Programme connects into wider projects that provide opportunities for a wide range of age groups to participate in creative wellbeing opportunities. The programme will seek to expand participation and collaboration so that patients of all ages benefit from the arts in healthcare programme.	
Disability <i>(This includes physical disability, learning disability, sensory impairment, long term medical conditions)</i>	Yes	Non Identified	As the programme is provided across hospital site including DGRI, Midpark and Community based sites participants often experience physical and mental health conditions. With	

<i>and mental health conditions)</i>			programme evaluation demonstrating positive impact of involvement.	
Sex/Gender	None Identified	Non Identified	The vision and priorities areas should not have any impact on the basis of sex.	
Gender reassignment and Transgender	None Identified	Non Identified	The vision and priorities areas should not have any impact on the basis of gender reassignment and transgender.	
Marriage and Civil Partnership	None Identified	None Identified	The vision and priorities areas should not have any impact on the basis of marriage or civil partnership status.	
Pregnancy and Maternity	Yes	None Identified	A current planned area of work is to enhance the clinical environment within the neonatal unit which will positively impact on infant parents and visitors. Potentially work will extend to our maternity wards which will have a positive impact on pregnant women.	
Race (<i>includes Gypsy/Travellers and those whose first language is not English</i>)	Yes	None Identified	We have included a priority area to celebrate the diversity of our workforce and that of our patients.	
Religion or belief	None Identified	None Identified	The vision and priorities areas should not have any impact on religion or belief.	
Sexual orientation	None Identified	None Identified	The vision and priorities areas should not have any impact in relation to sexual orientation.	
Human Rights	None Identified	None Identified		
Carers	Yes	None Identified	The art in healthcare programme has focussed on using Art to support individuals living with dementia. This has involved incorporation of memory trails in wards to support wellbeing of individuals and those who care for them.	

Staff: • Full time • Part time • Shift workers • Staff with protected characteristics • Staff vulnerable to falling into poverty	Yes	None Identified	The programme has a specific focus on increasing creative opportunities to support staff wellbeing. A number of teams have benefited from bespoke workshops and connections to wider creative community experiences have been developed. The project also seeks to enhance healthcare spaces for the benefit of both staff and patients.	
Poverty 'at risk' groups • Unemployed people • People on benefits • Pensioners • Care Experienced people • Those living in the most deprived communities • Remote rurality	Yes	None Identified	People who experience poverty can face barriers to accessing creative experiences. Through the work of this programme people who use our hospitals and wider community settings will be able to experience art via exhibitions/performances free of charge.	
People with low literacy/numeracy, poorer skills and/or attainment	Yes	None Identified	Programmes of work will focus on creativity and careful consideration will be given to workshops to ensure inclusivity.	
Those involved in the criminal justice system and their families	No	None Identified	There are no current plans in the priority areas of work to expand the programme to those involved in the Criminal Justice system or their families but there would be no barrier to involvement in planned activities if they happened to be patients.	
Homelessness	No	None Identified	There are no current plans in the priority areas of work to specifically target people who are homeless but if they were patients there would	

			be no barriers to involvement in planned activities.	
People who are displaced incl. refugees & asylum seekers	No	None Identified	There are no current plans in the priority areas of work to specifically target people who are displaced but if they were patients there would be no barriers to involvement in planned activities.	
Economic & Social Sustainability	Yes	None Identified	The creative industry in Dumfries and Galloway is a significant contributor to our local economy. By promoting opportunities to connect with art and participate in creative processes, this may encourage people becoming involved in the creative industries or being more interested and supporting local creative endeavours.	
Environmental	Yes	None Identified	A specific area of focus is how we use our Arts in Healthcare programme to promote the need to address the climate challenge and reduce our waste.	
Armed Forces Personnel and Veterans	No	None Identified	There are no current plans in the priority areas of work to specifically target Armed Forces Personnel and Veterans but if they were patients there would be no barriers to involvement in planned activities.	

Does this activity require consideration of the Fairer Scotland Duty? If yes, please outline the steps taken to meet the needs of the duty.	Creative opportunities are less accessible to those who experience socio-economic disadvantage. By embedding creative opportunities and experiences into our healthcare environment we will be increasing opportunities for people who might not normally have the opportunity to experience the arts. This should help to mitigate socio-economic disadvantage. This impact assessment demonstrates that we have considered the Fairer Scotland Funding duty when developing our programmes priority areas of focus.
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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	We will develop an easy read/creative representation of our vision and priority areas.
	British Sign Language	On request
	Alternative Languages	On request
	Large Print	On request
	Other (please specify)	On request

Summary Sheet

Name of Activity	Arts in Healthcare Programme Vision and Priority Areas 2023-2028.
Date of Impact Assessment	June 2025
Key Lead Contact	Valerie White Director of Public Health

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

Negative Impact	Mitigation/Action	Responsibility/ Timescale
No negative impacts have been identified.		

Monitoring

How will you monitor the ongoing impact of the activity on all population groups?	Evaluation of the programme will continue and the results of the evaluation will be used to review the EQIA.
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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 dq.cbsteam@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.