

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	Joint Health Protection Plan		
Lead person and job title	Nurse Consultant in Health Protection		
Contact Information (<i>telephone and/or email</i>)		Date of this assessment	16.04.2024
Names and roles of those involved in the impact assessment process	Nurse Consultant in Health Protection Consultant in Public Health Consultant in Public Health		
Describe the activity in no more than 200 words	The Public Health etc. (Scotland) Act 2008 ¹ (the Act) requires NHS Boards, in consultation with Local Authorities, to produce a Joint Health Protection Plan (JHPP) which provides an overview of health protection priorities, provision and preparedness for Dumfries and Galloway.		
How will people be affected by this activity?	This plan provides oversight to a number of plans and policies which will have undergone equality impact assessment.		
Who has been involved in the development of this activity and in what capacity?	Nurse Consultant in Health Protection, NHS Dumfries and Galloway (NHSDG) Consultant in Public Health (NHSDG) Resilience and Community Safety Manager, (NHSDG/ Dumfries and Galloway Council (DGC)) Principal Officer Environmental Health (DGC) Major Incident Officer for Acute and Diagnostics, NHSDG Community Protection Manager, DGC Health Protection Nurse Specialist, NHSDG Business & Quality Manager, Community Health & Social Care Directorate NHSDG Principal Resilience Advisor, NHSDG Resilience Coordinator, NHSDG/ DGC		
Please include any evidence or relevant information that has influenced the overall decision being considered within this impact assessment	The JHPP includes demographic profile information and plans which are within the JHPP are targeted towards at risk places and populations.		

Impact Assessment Questions

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

- 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.
- 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?	Are there any negative impacts?	Rationale for decision and further comments	What measures will be put into place to mitigate any negative impacts?
EQIA assessment group considered each of the characteristics below within the context of the following themes: infectious disease, environmental health and preparedness as per the stated purpose of the JHPP. Infectious disease – some groups (Age, Pregnancy and maternity and Health Inequalities, e.g. new entrants to Dumfries and Galloway) may have increased susceptibility to risk of infection and those risks are mitigated by targeted immunisation programmes. The EQIA for immunisation would inform the delivery plan. Health Protection is a universal service, which tailors its response to individual risk assessment. Environmental health – Dumfries and Galloway is a largely rural area that faces particular environmental risks and challenges e.g. flooding risks, risk of wildfires and private water supply risks. Health Protection provides a tailored response to environmental incidents in collaboration with local authority colleagues. Preparedness and collaboration – Inclusive process of emergency planning and health protection planning, which includes the health protection team along with local resilience partners, environmental health and relevant private and public stakeholders. This enables a robust response to risks and the population most affected by them. A stratified and tailored approach is taken.				
Characteristics considered: Age Disability Sex Gender reassignment and Transgender Marriage and Civil Partnership Pregnancy and Maternity Race Religion or belief Sexual orientation Carers Human Rights Economic & Social Sustainability Staff Environmental Armed Forces Personnel and Veterans				

Where any potentially negative impacts are identified on page 2, the mitigating/follow up actions must be fully documented in the table.		
Does the activity have the possibility to support or detract from our efforts to promote the inclusion of people from under-represented groups?	Not applicable. The JHPP is inclusive and each person/ incident is risk assessed individually.	
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	
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	
	British Sign Language	
	Alternative Languages	
	Large Print	
	Other (please specify)	Will be available on NHS Dumfries and Galloway and Dumfries and Galloway Council websites. NHS Dumfries and Galloway website is designed to follow Web Accessibility Initiative (WAI) guidelines and standards set by the World Wide Web Consortium (W3C) .
How will you monitor the ongoing impact of the activity on protected characteristic groups?	This plan is reviewed every 2 years and will take account of any significant changes to relevant policies and plans.	
Please outline next steps	Not applicable	

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.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.