

## Equality Impact Assessment (EQIA):

### A Brief Introduction

#### 1. Why Equality Impact Assessments (EQIAs)?

Equality Impact Assessments are integral to helping us meet NHSGG&C vision to challenge inequalities by ensuring fair access to, and delivery of, services and better health for all. NHSGG&C is required to carry out impact assessments as part of current equality legislations. How we will do this and how you can get involved is highlighted in this article.

#### 2. What is an Equality Impact Assessment (EQIA)?

An Equality Impact Assessment is a way of finding out whether our existing or proposed 'functions' (such as services or policies) will affect some communities or groups of people differently. Some differential treatment might and could lead to unfair decisions or unlawful treatment. By undertaking an EQIA we should be able to avoid this and also highlight practical challenges as well as areas of good practice.

#### 3. How we will do this and who is involved?

There is a formal process (stages & steps) supported by standardised EQIA's Toolkit (pro-forma & Guidelines). There will be also an EQIA's Team/Group from, and for, each area/service carrying out the assessment.

#### 4. How to decide which function needs to be assessed?

Obviously there are some functions/services that need to be impact assessed sooner rather than later. To help prioritise the service (s) that requires assessment, there are number of factors to consider:

- The impact on patients and if this will differ for different communities
- The likelihood that staff or patients will be affected differently
- Whether the function will affect relations between different communities
- Whether the function is designed to tackle inequalities, discrimination or disadvantage.

## **5. What is the assessment?**

The assessment is based on barriers that can exclude people or lead to some people being treated differently than others. As we go through the assessment, it is helpful to think about the likely effects or barriers on the following groups:

- Disabled people
- Women and men.
- People from black and minority ethnic communities, including refugees, asylum seekers and Gypsies and Travellers.
- Lesbians, gay men and bisexual people
- Transgender people.
- Older and younger people.
- People of different faiths and religions.
- Other groups who might not have equal access to services.

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