

NHS Greater Glasgow and Clyde
Equality Impact Assessment Tool For Frontline Patient Services

It is essential to follow the EQIA Guidance in completing this form

Name of Current Service/Service Development/Service Redesign:

East Glasgow Joint Health Network Food Guidelines

Please tick box to indicate if this is a : Current Service Service Development Service Redesign

Brief description of the above: (Please include if this is part of a Board-wide service or is locally determined).

This is a locally developed and agreed guideline for use with young people and youth providers. It has been developed to provide a clear message on healthy eating for young people and to ensure that there is healthy food provided at all events provided by youth networks and their members. The membership of the youth networks will have different age profiles of the young people they work with and this may be up to age 25 years. Some young people may also be parents.

Who is the lead reviewer and where based?

Jennifer Johnstone, Health Improvement Senior, Easterhouse Health Centre

Please list the staff groupings of all those involved in carrying out this EQIA
(when non-NHS staff are involved please record their organisation or reason for inclusion):

Community Dietician
Health Improvement Senior
Health Improvement Lead
Equality and Diversity Manager

A number of additional partners have also contributed to the development of the food guidelines including staff from East Glasgow Community Health Care Partnership, Urban Fox, Education Services, (Glasgow City Council), Prevention Education Group East

Team (formerly SADIES), Greater Easterhouse Alcohol Awareness Project (GEAAP), East End Healthy Living Centre (EEHLC) and Barnardo's.

The EQIA has also been sent to East Glasgow Youth Network Health Sub Group for further comment and discussion (6 Nov 2009)

Impact Assessment – Equality Categories

Equality Category	Existing Good Practice	Remaining Negative Impact
Gender	<ul style="list-style-type: none"> • In developing guidelines consideration has been given the particular dietary needs of young girls who are particularly prone to eating disorders. • Partners involved in the guidelines collect their own data in relation to events. • The guidelines will help to tackle diabetes and obesity, and provides advice on these issues (page 4). • In terms of consultation with young people, previous events have shown that more boys tend to attend than girls. • Health 4 U (H4U) regularly monitors access to services by Gender and undertakes analysis of this. 	<ul style="list-style-type: none"> • Clarify what data is collected by youth providers and identify gaps in diversity monitoring. This may also need to include post code. Need to ensure that youth providers collect standard forms of data/information from young people. • Often young people attend events without having registered or having completed a form and provider may not be able to respond to specific dietary requirements • Need to look at ways of increasing access to consultation by young girls. • Monitoring of services needs to be replicated across other youth providers.
Ethnicity	<ul style="list-style-type: none"> • The development of the guideline has included consideration of special dietary needs in relation to BME community and faith groups. • Guidance has been sought from Glasgow Anti Racist Alliance (GARA), (page 4) • The guidelines will help to tackle diabetes and obesity, and provides advice on these issues 	<ul style="list-style-type: none"> • Clarify what data is collected by youth providers and identify gaps in diversity monitoring. This may also need to include post code. Need to ensure that youth providers collect standard forms of data/information from young people. • Training for providers needs to take into

	<p>(page 4).</p> <ul style="list-style-type: none"> • Young person would indicate dietary needs in consent form. 	<p>account dietary needs of young people</p> <ul style="list-style-type: none"> • Often young people attend events without having registered or having completed a form and provider may not be able to respond to specific dietary requirements.
Disability	<ul style="list-style-type: none"> • The guidelines will help to tackle diabetes and obesity, and provides advice on these issues (page 4). • Young person would indicate on consent form for trips/events any special needs/ dietary needs. 	<ul style="list-style-type: none"> • Clarify what data is collected by youth providers and identify gaps in diversity monitoring. This may also need to include post code. Need to ensure that youth providers collect standard forms of data/information from young people. • Training for providers needs to take into account dietary needs of people with disabilities.
Sexual Orientation	<ul style="list-style-type: none"> • The guidelines will help to tackle diabetes and obesity, and provides advice on these issues (page 4). • This guideline is applicable to all regardless of sexual orientation however the awareness of issues affecting achievement of a healthy diet are stressed in treating young people as individuals (page 4). 	<ul style="list-style-type: none"> • Clarify what data is collected by youth providers and identify gaps in diversity monitoring. This may also need to include post code. Need to ensure that youth providers collect standard forms of data/information from young people. • Additionally we may need to look at dietary needs of young people in relation to sexual orientation e.g. dietary issues/ anorexia in young gay men.
Religion and belief	<ul style="list-style-type: none"> • The development of the guideline has included consideration of special dietary needs in relation to BME community and faith groups. • The guidelines will help to tackle diabetes and 	<ul style="list-style-type: none"> • Clarify what data is collected by youth providers and identify gaps in diversity monitoring. This may also need to include post code. Need to ensure that youth

	<p>obesity, and provides advice on these issues (page 4).</p> <ul style="list-style-type: none"> • Ni identifiable good practice. 	<p>providers collect standard forms of data/information from young people.</p> <ul style="list-style-type: none"> • Training for providers needs to take into account dietary needs of young people from different faith groups.
<p>Age (Children/Young People/Older People)</p>	<ul style="list-style-type: none"> • The particular dietary requirements and needs at certain age groups have been highlighted in the guideline and food plans have been categorised on basis of age, e.g. <ul style="list-style-type: none"> ○ e.g. pre school (1-5) ○ school age (5-12) ○ adolescent and young adults (12-19). • Consideration has been given to the involvement of parents and carers in developing the guidelines. (page 4). 	<ul style="list-style-type: none"> • Clarify what data is collected by youth providers and identify gaps in diversity monitoring. This may also need to include post code. Need to ensure that youth providers collect standard forms of data/information from young people. • The information within the guideline is pertinent to early years and school after care providers, further work should look at exploring the introduction of a suitable guideline for these groups.
<p>Social Class/ Socio-Economic Status</p>	<ul style="list-style-type: none"> • 	<ul style="list-style-type: none"> • Clarify what data is collected by youth providers and identify gaps in diversity monitoring. This may also need to include post code. Need to ensure that youth providers collect standard forms of data/information from young people. • Encourage providers to adopt or encourage equal opportunities within the workplace. • Sometimes, young people need to pay a contribution towards events/trip. This could impact on people from lower socio-economic backgrounds.

Additional marginalisation	<ul style="list-style-type: none"> • Training (at no cost) has been made available for staff and volunteers working with young people in Royal Environmental Health Institute of Scotland (REHIS) Food Handling via a locally accessible college facility i.e. John Wheatley College. • This will provide a recognised qualification to safely prepare snacks and lunches, trips or events. • Some social economies within East CHCP are used to purchase food. 	<ul style="list-style-type: none"> • Providers could purchase food externally (outwith CHCP area) this wouldn't help local social economies in the area.
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Actions

Actions	Date for completion	Who is responsible?(initials)
<p>Cross Cutting Actions</p> <ul style="list-style-type: none"> • Nutrition training will be developed and delivered to youth providers and volunteers to support the launch of the guidelines. This will be delivered by East CHCP Community Dietician and will be need to be EQIA'd to ensure messages around equality have been incorporated. Will need to include issues such dietary needs of different groups mentioned above, food labelling, information, fasting and allergies. • Ensure regular reporting on implementation of Food guidelines - Food Guidelines are a standing item on the agenda of the Youth Health Subgroup which reports to the 2 youth networks (East, Centre and Calton Youth Network and Baillieston, Shettleston and Greater Easterhouse Youth Network) and the Executive Group. • The information within the guideline is pertinent to early years and after school care providers, further work should look at exploring the introduction of a suitable guideline for these groups. 	<p>June 2010</p> <p>November 2010</p> <p>June 2011</p>	<p>LM/FG</p> <p>JJ</p> <p>MMcC</p>

Specific Actions		
<ul style="list-style-type: none"> Executive Group of Youth Networks needs to explore ways of introducing standards to collect Diversity information. 	November 2010	JM
<ul style="list-style-type: none"> Investigate data which is currently being collected by providers and identify gaps in Diversity data collection. 	November 2010	JJ
<ul style="list-style-type: none"> Discuss at Health Sub Group issues around young peoples contributions towards events/trips in order to avoid financial exclusion of young people from poorer socio-economic backgrounds. 	November 2010	JJ
<ul style="list-style-type: none"> Explore issues around sexual orientation and diet to inform next years guidelines. 	November 2010	JJ
<ul style="list-style-type: none"> Consider developing a list of local food providers in area to support local economy and add to guideline when reviewed 	November 2010	JJ

Ongoing 6 Monthly Review Please write your 6 monthly EQIA review date:

The Guidelines remain a standing item on the agenda of the Health Sub Group. The guidelines will be reviewed annually.

Lead Reviewer: Name:
Sign Off: Job Title
 Signature
 Date:

Please email copy of the completed EQIA form to irene.mackenzie@ggc.scot.nhs.uk

Irene Mackenzie, Corporate Information and Development Manager, Corporate Inequalities Team, NHS Greater Glasgow and Clyde, Dalian House, 350 St Vincent Street, Glasgow, G3 8YZ. Tel: 0141-201-4970.