

NHS Greater Glasgow and Clyde  
Equality Impact Assessment Tool For Strategy, Policy and Plans

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

Name of Strategy, Policy or Plan

Govanhill Neighbourhood Action Plan

Please tick box to indicate if this is a :                      Current Strategy, Policy or Plan                       New Strategy, Policy or Plan

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

Govanhill Neighbourhood Management Action Plan has been prepared by the Govanhill Neighbourhood Steering Group, which was set up by Community Planning partners to respond to the multi-faceted challenges and issues facing Govanhill. It is organised around 4 themes and for each theme, it details actions being taken forward by a wide range of partner agencies.

Who is the lead reviewer and where based?

Duncan Goldie, Planning Manager, Forsyth House, South East CHCP

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):

Lise Fisher- Operations Manager Glasgow Community services  
Fraser Kelly- Chief Executive South East Regeneration agency.  
Imran Shariff- Equality & Diversity Manager

## Impact Assessment – Equality Categories

Equality Category	Existing Good Practice	Remaining Negative Impact
Gender	<ul style="list-style-type: none"> <li>• As part of the consultation process, a street event took place with local communities and there has been additional consultation through a range of informal networks and groups.</li> <li>• Services provided within the action plan impact on all groups</li> <li>• Most of the services record gender of clients</li> <li>• There are higher rates of Domestic Violence in SE CHCP compared to the national average. (45% above the Scottish average)</li> </ul>	<ul style="list-style-type: none"> <li>• Gender imbalance in terms of access to some services. e.g. majority of people on offender based programme are male; most on the New Deal programme are female (2/3). Need to ensure routine monitoring of who accessing services in Govanhill area with a view to informing action if required.</li> <li>• Domestic violence is not featured within the Plan.</li> </ul>
Ethnicity	<ul style="list-style-type: none"> <li>• Services provided within the action plan impact on all groups.</li> <li>• As part of the consultation process, a street event took place with local communities and there has been additional consultation through a range of informal networks and groups.</li> <li>• Most of the services listed record ethnicity.</li> <li>• The action plan specifically mentions the high minority residence in the area and includes details of new ethnic groups within the area. It is estimated that 3000 people of Roma origin live within the SE area.</li> <li>• The Action Plan will review ESOL provision in the area and seek funding opportunities to take forward development of ESOL services.</li> <li>• A service level agreement has been created with</li> </ul>	<ul style="list-style-type: none"> <li>• From initial perceptions, it is known that Pakistani women are least likely to attend certain services along with Roma community.</li> <li>• Some people from minority ethnic groups may not be aware of benefits and may not register. No evidence to capture what ethnic groups are accessing these services and this should be addressed.</li> <li>• There is a need to engage more with minority ethnic employers and the ethnic minority business base within SE CHCP.</li> <li>• The theme around integration could be picked up more in the action plan with more reference to the Integration Network.</li> <li>• The section of the Plan entitled race issues</li> </ul>

	<p>the AMINA women's centre to support BME clients looking for employability advice and support.</p> <ul style="list-style-type: none"> <li>• There is use of interpreters as part of community engagement process. Events, translations of leaflets are produced in different languages and there is an integration network in Govanhill which works with different communities.</li> <li>• There is specific mention of increasing and improving third party reporting of racial discrimination in the Action Plan</li> <li>• There is a service directory for BME groups available for staff. This has been translated into different lanaguges.</li> </ul>	needs to be expanded upon.
Disability	<ul style="list-style-type: none"> <li>• There is a Bridging Service in CHCP which encourages employability referrals from CHCP services.</li> <li>• All Staff are trained in DDA via Govanhill Housing and Disability Awareness training will continue to be delivered</li> <li>• As part of the consultation process, a street event took place with local communities and there has been additional consultation through a range of informal networks and groups.</li> </ul>	<ul style="list-style-type: none"> <li>• Need to ensure that people with disabilities are invited to participate in the development of the Plan and its updates.</li> </ul>
Sexual Orientation	<ul style="list-style-type: none"> <li>• Services provided within the action plan impact on all groups.</li> <li>• As part of the consultation process, a street event took place with local communities and there has been additional consultation through a range of</li> </ul>	<ul style="list-style-type: none"> <li>• Police could be approached to see if information on hate crimes has data available relating to gender.</li> </ul>

	informal networks and groups.	
Religion and belief	<ul style="list-style-type: none"> <li>• As part of the consultation process, a street event took place with local communities and there has been additional consultation through a range of informal networks and groups.</li> <li>• Services provided within the action plan impact on all groups.</li> <li>• Religious calendars are used to for staff to help plan appropriate times for services.</li> <li>• Action plan has supported event such as Eid in the Drive.</li> </ul>	<ul style="list-style-type: none"> <li>• No negative impact</li> </ul>
Age (Children/Young People/Older People)	<ul style="list-style-type: none"> <li>• Services provided within the action plan impact on all groups.</li> <li>• As part of the consultation process, a street event took place with local communities and there has been additional consultation through a range of informal networks and groups.</li> <li>• There are a number of actions which target young people including Diversionary services, including mobile resources programme and Golden Goal 8 week programme.</li> <li>• Employability support for people over 50 re job seekers.</li> <li>• There are programmes of work underway which target over 50's who have been hard to engage with in regards to employability services.</li> </ul>	<ul style="list-style-type: none"> <li>• Diversionary services provided by CSG and GCSS in the area are for 12+ and there is a lack of provision for under 12s.</li> <li>• There is an evidence base that there is an unmet need for childcare for different people and for different reasons. This should be given higher profile.</li> </ul>

<p>Social Class/ Socio-Economic Status</p>	<ul style="list-style-type: none"> <li>• Services provided within the action plan impact on all groups and particular groups who are socially excluded/ deprived.</li> <li>• As part of the consultation process, a street event took place with local communities and there has been additional consultation through a range of informal networks and groups.</li> <li>• A number of additional resources have been mentioned in the plan including employability advisors and money advice.</li> <li>• Employability worker is present within the Drug Court</li> <li>• More Choices More Chances work not included in the Action Plan although there is work underway within local schools.</li> <li>• GSWRA is working in areas where there is high levels of benefit claimant, e.g. Job Seekers Allowance and putting in programmes to support employment.</li> </ul>	<ul style="list-style-type: none"> <li>• Economic activity rates within the BME community are less (56%) compared to 66% for the city average. The increase in migrant workers is also not reflected in the data.</li> <li>• There is a general issue which relates to income and how people access money as often they have no bank account and hence unable to cash cheques.</li> </ul>
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<p>Additional marginalisation</p>	<ul style="list-style-type: none"> <li>• The plan mentions specific inequalities within the SE CHCP including</li> <li>• Serious violent crime (159% above Scottish average), Drug related hospitalisation (319% above Scottish average), Alcohol related hospitalisation (153% above Scottish average)</li> <li>• The population classified as income deprived is 85% above the Scottish average, employment derived (75% above Scottish average)</li> <li>• Surgeries have been held to identify issues facing Roma groups</li> <li>• Good practice guides are available for private landlords.</li> <li>• Monitoring of the Action Plan is via membership – there is an update on plan which is reviewed and revised accordingly.</li> <li>• There is specific work around developing and supporting young people from A2 and A8 countries in regards to the world of work.</li> <li>• Social Work, Health and other agencies are working together to specifically target inequalities faced by Roma community. One Health Visitor has a specific remit to work with Roma Communities.</li> </ul>	<ul style="list-style-type: none"> <li>• There are known literacy issues which affect the local population in particular Roma community and affects all services.</li> <li>• Monitoring arrangements for the action plan need to be more robust and requires presentation of more data/feedback from providers particularly around inequalities focus.</li> <li>• Vulnerability around housing in area e.g. individuals from A8 groups in overcrowded flats; unregistered tenants without tenants' rights; landlord practices; landlords not registering etc</li> </ul>
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Actions	Date for completion	Who is responsible?(initials)
<p><b>Cross Cutting Actions</b></p> <ul style="list-style-type: none"> <li>• The monitoring arrangements of the action plans should be strengthened to take into account specific equalities issues using equality data from services in order to inform future plans and processes.</li> <li>• Ensure literacy issues are taken into account in future plans and processes.</li> </ul>	<p>Ongoing</p> <p>June 2010</p>	<p>All Steering Group</p> <p>Clare Bynner/Duncan Goldie</p>
<p><b>Specific Actions</b></p> <ul style="list-style-type: none"> <li>• Ensure issues relating to Gender based violence are clearly considered in future planning processes and plans.</li> <li>• Ensure that future processes and plans consider integration between the different communities in Govanhill and how this can be improved.</li> <li>• Strengthen links to equality groups and examine ways of strengthening participation in future planning processes and plans e.g. BME, physical disability etc.</li> <li>• Ensure that equality sensitive crime information is available for the Govanhill area and is used to inform service provision and development in future planning processes and plans. e.g. crime relating to race, religion, gender etc.</li> <li>• Take forward further work to investigate ethnic minority employer base and low economic activity and factors that influence this. This should include issues around access to benefits.</li> </ul>	<p>July 2010</p> <p>June 2010</p> <p>June 2010</p> <p>July 2010</p> <p>Dec 2010</p>	<p>Gordon Smith</p> <p>Tommy McDonald</p> <p>Clare Bynner/Duncan Goldie</p> <p>Gerry Rafferty</p> <p>Fraser Kelly</p>

<ul style="list-style-type: none"> <li>• Review child care provision in the area with a view to seeking to improve provision and facilitating increased access to employment and other opportunities.</li> <li>• Review leisure/diversionary service provision in the area for under 12's with a view to seeking to improve provision.</li> <li>• Ensure continuation of work with landlords in the area and support the roll out of good practice guide.</li> </ul>	Dec 2010	Fraser Kelly/Anne Lear
	Dec 2010	Andrew Olney/Matt Henderson
	July 2010	Brian Carroll

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

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

Please email copy of the completed EQIA form to [irene.mackenzie@ggc.scot.nhs.uk](mailto:irene.mackenzie@ggc.scot.nhs.uk)

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