

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:

Health at Work

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).

The aim of Health at Work is to establish effective health improvement programmes within the workplace setting in the Greater Glasgow and Clyde in order to: promote healthy working environments, health equality, employability, and healthy lifestyle choices and prevent work related ill health.

Health at Work achieves these goals by focusing on five key programmes: Healthy Working Lives Award Service, Obesity, Addictions, Mental Health and Employability.

Who is the lead reviewer and where based?

Lisa Buck, Health Improvement and Inequalities Manager,

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):

Health Improvement Lead, Health at Work
Health Improvement Senior, Health at Work
Health Improvement Lead, Health at Work

Programme Delivery Manager, Scottish Centre for Healthy Working Lives
 Equality and Diversity Manager
 Information Officer

Impact Assessment – Equality Categories

Equality Category	Existing Good Practice	Remaining Negative Impact
All	<ul style="list-style-type: none"> • As part of the Glasgow Works Strategy Group- Health at Work are part of a task group which is involved in Diversity Recruitment, Retention and Rehabilitation – Action 11. • Staff has access to information about diversity issues in the work place at a dedicated website - that has been developed specifically to brief HWL staff www.smediversity.co.uk. • Equality and diversity issues are covered as part of staff induction programme and via the KSF framework where training can be identified to help meet staff needs in relation to equality and diversity awareness. • Employees can be signposted to local smoking cessation groups in their area, or groups can be supported by HWL within the workplace 	<ul style="list-style-type: none"> • Better leadership and guidance on equalities from the Scottish Centre for Healthy Working Lives.
Gender	<ul style="list-style-type: none"> • Health at Work information and communication materials have a de-gendered profile of people. • Mental health programme, Breathing Space is promoted through HWL and targets at risk groups e.g. prevention of suicide in young men. • Each workplace registered for the HWL Award 	<ul style="list-style-type: none"> • No detailed information on Gender Equality Duty and organisations responsibilities they may have under the GED. This however may only apply to organisations who are part of NHS. • There are gaps in equality and diversity

	<p>must complete a staff Health Needs Assessment where “gender” is an integral question..</p> <ul style="list-style-type: none"> • Workplaces are asked to identify whether they have an Equal Opportunities Policy in place. • Health at Work supports employers through the HWL award programme and advises employers on the need for gender sensitive approaches which may need to be consider when taking account of specific health programmes e.g. single gender exercise programmes 	<p>questions as part of the HWL needs assessment process</p>
<p>Ethnicity</p>	<ul style="list-style-type: none"> • Alternative formats and translated version of Health at Work materials are available at request from the Scottish Centre for HWL. • Images of diverse groups are used widely in promotional materials. • Health Inequalities grant scheme - Low paid workers & Glasgow Works priority groups (lone parents, older people, BME, More Chances More Choices) will be supported by workplace grants to enable health improvement interventions specifically aimed at these staff groups. • HWL have previously worked with Awaz FM to support marketing of HWL to South Asian Businesses. • HWL worked with Bovis in construction industry where there is an occupational health practitioner on construction sites who offers screenings and referrals to GPs. This is due to high levels of polish workers. 	<ul style="list-style-type: none"> • No detailed information on the Race Equality Duty and what responsibilities organisations have under this. • No specific breakdown of diversity data in national database of organisations. Health at Work don't have a responsibility to analyse data but encourages partners to analyse their workforce. • There is a low proportion of BME owned organisations going through HWL despite BME people owning a large number of private businesses within the Greater Glasgow area. Need to be more pro-active to target business from BME community for Health at Work scheme

<p>Disability</p>	<ul style="list-style-type: none"> • As part of the HWL needs assessment questions, employees are asked to assess level of stress in the workplace. • The Bronze Award and Mental Health and Wellbeing commendation award do require organisations to ensure that they follow the Disability Discrimination act. • As part of the HWL Award programme there is a specific criteria in relation to employability. As part of the criteria employers have to put in place systems which include guaranteed interview scheme and disability two ticks symbol. • A programme is available for workplaces engaged in the HWL award focussing on muscular-skeletal disorders. • Health at Work supports organisations such as Deaf Connections and Sense Scotland as part of the Healthy Working Lives Award programme. • HWL offer a Mentally Healthy Workplaces line managers training which includes information on DDA requirements. • As part of Health at Work Training, BSL interpreters have been used in the past. • As part of the mental health and wellbeing commendation award HWL workplaces need to have a policy in place in relation to mental health. This must include support to individuals who have a disability. 	<ul style="list-style-type: none"> • No detailed information on disability equality for organisations and what the responsibilities are for employers. • Need to additionally signpost people to other useful websites such as ACAS, EHCR (Equality and Human Rights Commission). • The website could be reviewed in terms of accessibility.
-------------------	---	---

	<ul style="list-style-type: none"> • HWL also offer a Mental Health and Wellbeing Commendation Award. • Health at Work always provides training in accessible venues and takes accounts of particular needs such as access, vision, loop systems etc. 	
Sexual Orientation	<ul style="list-style-type: none"> • Health at Work attended an LGBT Networking Event for employees at which the HWL Award programme was promoted 	<ul style="list-style-type: none"> • No detailed information on sexual orientation to organisations and what responsibilities they have.
Religion and belief	<ul style="list-style-type: none"> • Staff have access to general religion and belief resources on NHSGGC's Equalities in health website – www.equality.scot.nhs.uk 	<ul style="list-style-type: none"> • No detailed information on religion and belief to organisations and what responsibilities they have.
Age (Children/Young People/Older People)	<ul style="list-style-type: none"> • Staff have access to information about diversity issues in the work place at dedicated diversity website that has been developed specifically to brief HWL staff – www.smediversity.co.uk. • Age is recorded as part of the HWL needs assessment process. • Age legislation was promoted to our employers via our E Newsletter updating them on the new legislation and their responsibilities under it 	<ul style="list-style-type: none"> • No detailed information on age to organisations and what responsibilities they have.
Social Class/ Socio-Economic Status	<ul style="list-style-type: none"> • Health Inequalities and Low paid workers grant scheme is supported by Health at Work to encourage employers to engage in promoting the health and wellbeing of their low paid workers recognising that inequalities in health exist and seeking ways in which we can address this.. 	<ul style="list-style-type: none"> • Need for better monitoring of data on low paid workers • Need to revisit literacy programmes and target resources at low paid workers.

	<ul style="list-style-type: none">• HWL are working with Big Plus initiative to deliver training on literacy to low paid workers.• Pilot programme completed in South West CHCP for Literacy in the Workplace.• A member of staff is conducting research on low paid employees who are single parents.• Stress Risk Assessment Pilot Project in East End – Support for workplace in East Glasgow through the stress risk assessment process. Providing training for line managers on stress management and providing awareness sessions for staff on stress management. Peer support from other workplaces representatives involved in the pilot.• “Health at work chairs Glasgow Works Strategic Group on Action 11 diversity. An action of this group is to promote financial maximisation seminars to low paid staff and this is currently underway.	
--	---	--

<p>Additional marginalisation</p>	<ul style="list-style-type: none"> • As part of its Addictions Programme, HWL also supports health improvement around addictions (alcohol, drugs and tobacco) • Established links with mental health and addictions with involvement with campaigns such as Playsafe, which targets safe and sensible drinking of alcohol messages. • HWL have equality training embedded in their workplan and have access to equality resources. • HWL administer a Health Inequalities Grants scheme which enables workplaces with low paid staff to access grants to support health improvement, e.g. healthy eating, complimentary therapies. As part of this there is a legacy effect E.g. people enrolling for courses at College. • Works with employers to recognise how discrimination affects addictions via training programmes and policy development and on mental health via an extensive mental health programme including See Me and work with the Mental health Foundation 	<ul style="list-style-type: none"> • Need for clear and distinctive message on equality and diversity on all communication channels such as websites, reports etc. • Website need to be follow accessibility standards with clear instructions for those people who have sensory impairments.
-----------------------------------	---	---

Actions	Date for completion	Who is responsible?(initials)
Cross Cutting Actions		
Specific Actions		

<ul style="list-style-type: none"> • Conduct an analysis of organisations that work with Health at Work to see what sectors they are based in . 	March 2011	Lisa Buck
<ul style="list-style-type: none"> • Develop an action plan in relation to diverse groups E.g. BME businesses, low paid workers during the operational planning process of 2011/12 	June 2011	LB
<ul style="list-style-type: none"> • Add summary information on the Gender equality duty to the Health at Work website and signpost for more detailed information 	April 2010	LB
<ul style="list-style-type: none"> • Add summary information on the Race Equality Duty to the Health at Work website and signpost for more detailed information 	April 2010	LB
<p>Add summary information on the disability equality duty to the Health at Work website and signpost for more detailed information</p>	April 2010	LB
<ul style="list-style-type: none"> • Add a link to the Health at Work website to the Equality and Human Rights Commission website 	April 2010	LB
<p>Review the content and design of the website during the operational year 2010/11 and make any necessary changes</p>	March 2011	LB
<ul style="list-style-type: none"> • Add summary information on sexual orientation equality to the Health at Work website and signpost for more detailed information 	March 2011	LB
<ul style="list-style-type: none"> • Add summary information on Age equality duty to the Health at Work website and signpost for more detailed information 	March 2011	LB
<ul style="list-style-type: none"> • Embed all the processes from this EQIA into the Health at Work Strategy for 2011-13 	March 2011	LB
<ul style="list-style-type: none"> • Review and consider by March 2011 further developments in relation to literacy 		

<p>programmes for key groups that may be taken into the operational planning phase for 2011/12</p> <ul style="list-style-type: none"> • Develop Health at Work Strategy for 2011 -13 and conduct an EQIA on the Strategy • Develop an Equality and Diversity webpage within the Health at Work website by • Develop a Financial Inclusion webpage within the Health at Work website • Include information on Equality and Diversity, Employability and Managing Sickness Absence within the development of the Health at Work How To Guide • Distribute to our workplaces a copy of “Dignity and Fairness” A Guide to Your rights and responsibilities in the workplace as signpost information for employers on the equalities legislation landscape and to support the information added to the Health at Work website 	March 2011	LB
	March 2011	LB
	March 2011	LB
	March 2011	LB
	April 2010	LB
March 2011	LB	

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

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.

