

**Equality Impact Assessment Tool: Policy, Strategy and Plans**  
(Please follow the EQIA guidance in completing this form)



**1. Name of Strategy, Policy or Plan**

HealthCare Quality Strategy 2019-2023

**This is a : New Policy**

**2. Brief Description - Purpose of the policy, Changes and outcomes, services or activities affected**

The Healthcare Quality Strategy (2019-2023) outlines how NHSGG&C will support the delivery of the three Quality ambitions, i.e. person centred, effective and safe care as outlined in the Healthcare Quality Strategy for NHS Scotland. This Healthcare Quality Strategy is a framework which outlines how we intend to continuously improve the quality of care to our patients, carers and communities over the next 5 years. The strategy is a high level document and it's expected that additional assessments will be undertaken within specific programmes concerned with more targeted interventions. Included within this will be the requirement to develop year on year action plans which will demonstrate the provision of high quality care which is aligned to inequalities sensitive practice.

**3. Lead Reviewer**

Imran Shariff

**4. Please list all participants in carrying out this EQIA:**

Andy Crawford (Head of Clinical Governance); Low, Alastair (Planning & Development Manager); Mcguire, Margaret (Nursing Director)

**5. Impact Assessment**

**A. Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality**

Yes. At the heart of the Healthcare Quality Strategy is the need to support the delivery of "person Centred care" which takes cognisance of individual preferences around, diagnosis, care and treatment. It also recognises that staff need to understand the different protected characteristics our patients have and the impact of these characteristics e.g. Disability, Race, Sexual Orientation on their experience within the healthcare environment. Within the strategy, there are actions which support Equality and Diversity including the provision of accessible information to support patients, carers and their families to make more informed decision making regarding care.

**B. What is known about the issues for people with protected characteristics in relation to the services or activities affected by the policy?**

		Source
All	Consultation and engagement with patients, carers and families around healthcare quality suggests the following are critical components of high quality care. A high quality health service is defined as one which: Takes time with patients and listens to them; Takes care of people, looks after them and makes sure they get the right treatment; Communicates well with patients by explaining all they need to know and involving them in decision making; Is knowledgeable, safe and trustworthy; Is efficient; Is caring, compassionate and shows empathy; Has friendly, kind, competent and professional staff; and Communicates with the people who matter to them regarding their progress and condition It is therefore essential that NHSGG&C continues to develop mutual and beneficial partnerships	Patient Engagement Team, NHSGG&C

	between patients, their families, carers and those delivering healthcare services which respect individual needs and values and which demonstrate compassion, continuity, clear communication and shared decision making.	
<b>Sex</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Sex.	
<b>Gender Reassignment</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Gender Reassignment	
<b>Race</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Race.	
<b>Disability</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Disability.	
<b>Sexual Orientation</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Sexual Orientation.	
<b>Religion and Belief</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Religion/ Belief.	
<b>Age</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Age.	
<b>Pregnancy and Maternity</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Pregnancy/ Maternity	
<b>Marriage and Civil Partnership</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Marriage/ Civil Partnership	
<b>Social and Economic Status</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by Social Economic Status. However our Public Health Strategy recognises the impact of socio-economic status and poor health outcomes. Within the Healthcare Quality Strategy, there is a need to ensure that we work alongside existing strategies and programmes of work to ensure healthcare quality is embedded in all our work and that all health service staff understand the impact of poverty and socio-economic status whilst responding to the healthcare needs of the population.	
<b>Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)</b>	There is no specific data within the Healthcare Quality Strategy relating to service usage by other marginalised groups.	
<b>C. Do you expect the policy to have any positive impact on people with protected characteristics?</b>		
	<b>Highly Likely</b>	<b>Probable</b>
<b>General</b>	Yes. The Healthcare Quality Strategy will have a positive impact on all patients, carers and their families. It will improve and enhance our existing programmes of work and also identify additional opportunities such as delivering shared decision making across NHSGG&C.	<b>Possible</b>

<b>Sex</b>	Yes		
<b>Gender Reassignment</b>	Yes		
<b>Race</b>	Yes		
<b>Disability</b>	Yes		
<b>Sexual Orientation</b>	Yes		
<b>Religion and Belief</b>	Yes		
<b>Age</b>	Yes		
<b>Marriage and Civil Partnership</b>			Yes
<b>Pregnancy and Maternity</b>	Yes		
<b>Social and Economic Status</b>	Yes		
<b>Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)</b>	Yes		
<b>D. Do you expect the policy to have any negative impact on people with protected characteristics?</b>			
	<b>Highly Likely</b>	<b>Probable</b>	<b>Possible</b>
<b>General</b>	None		
<b>Sex</b>	None		
<b>Gender Reassignment</b>	None		
<b>Race</b>	None		

<b>Disability</b>	None		
<b>Sexual Orientation</b>	None		
<b>Religion and Belief</b>	None		
<b>Age</b>	None		
<b>Marriage and Civil Partnership</b>	None		
<b>Pregnancy and Maternity</b>	None		
<b>Social and Economic Status</b>	None		
<b>Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)</b>	None		