

Assessment for Relevance Form

This is a legal document stating you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission

What is being assessed:	Child and Young People's Health Plan, Lanarkshire 2021 - 2023
Named Officer / Directorate:	Public Health

Protected Characteristics	Impact Rating Positive, Adverse or Neutral Impact	Rationale (provide evidence for your rating)
Socio-economic factors such as poverty, unemployment, discrimination, poor working conditions and a lack of education can all affect an individual's ability to access services. This can also be further broken down depending on protected characteristics (listed below).		
Age <ul style="list-style-type: none"> Children and young people Adults Older People 	Positive	
Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	Positive	
Gender Reassignment (trans)		
Marriage and Civil Partnership		
Pregnancy and Maternity (including breastfeeding)	Positive	
Race / Ethnicity	Positive	
Religion / Faith	Positive	
Sex (male/female/non binary)		
Sexual orientation		
If you have answered positive or adverse impact to any of the groups, an equality impact assessment should be carried out (see flowchart on page 4).		

Impact on socio-economic disadvantage?	Rationale (provide evidence for your rating)
People living on a low income compared to most others in Scotland	Tackling child poverty is an improvement outcome contained within the plan.
People living in deprived areas	Improvement activities will be directed towards those most in need of improved health and access to services.

People living in deprived communities of interest	Where relevant information relating to children/young people living in lower SIMD areas has been included.
Employment	New development workers are in the process of being recruited to support the implementation of “The Promise”, two of whom will have a specific remit for liaising with NHS services with a focus on care experienced children and young people.

If the policy involves a strategic decision you should carry out a [Fairer Scotland Duty Assessment](#).

EQUALITY IMPACT ASSESSMENT

This is a legal document stating you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission

If you require advice on the completion of this EQIA, contact hina.sheikh@lanarkshire.scot.nhs.uk

'Policy' is used as a generic term covering policies, strategies, functions, service changes, guidance documents, other

Name of Policy	Children and Young People's Health Plan, Lanarkshire 2021 – 2023.		
Names and role of Review Team:	Irene Campbell – Programme Manager Maternal and Child Health		May 2021
SECTION ONE AIMS OF THE POLICY			
1.1. Is this a new or existing Policy : Existing			
Please state which: Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function Service Change Guidance <input type="checkbox"/> Other <input type="checkbox"/>			
1.2 What is the scope of this EQIA?			
NHS Lanarkshire wide <input checked="" type="checkbox"/> Service specific <input type="checkbox"/> Discipline specific <input type="checkbox"/> Other (please detail)			
1.3a. What is the aim?			
The Children and Young People's Health Plan, Lanarkshire 2021 – 2023 is a key strategic plan which aims to improve health and health services for children, young people and their families across Lanarkshire.			
1.3b. What is the objectives?			
The Children and Young People's Health Plan, Lanarkshire 2021 – 2023 vision is to:			

Support and enable infants, children, young people and families to achieve the best health outcomes and realise their full potential. We will achieve our vision by:

- Improving health and wellbeing outcomes for all infants, children and young people by supporting them to adopt healthier lifestyles and by continually improving our service provision.
- Providing better outcomes and experiences for infants, children and young people with chronic conditions and complex additional support needs.
- Focusing on reducing health inequalities through prevention and targeted early intervention, ensuring infants, children and young people have access to the help they need when they need it.
- Recognise the impacts of the COVID-19 pandemic and work to reduce the inequalities that it has further exacerbated
- Taking a trauma-informed approach to practice and services, ensuring we recognise, understand and are responsive to trauma and how it can impact on future outcomes.
- Building solutions with and around infants, children, young people and their families to ensure they are central to decisions that affect their health and wellbeing.
- Ensuring the rights of individual infants, children and young people are recognised, respected and promoted.
- Ensuring equality in all that we do, regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.
- Working closely with our partners in a collaborative way, ensuring infants, children, young people and families are at the centre of everything we do.
- Developing a capable and confident workforce through training, supervision and integrated working.

1.3c. What is the intended outcome?

- The rights of infants, children and young people are recognised, respected and promoted.
- Financial insecurity is identified and supported through universal service provision and the consequences of child poverty are mitigated through targeted intervention.
- The impact of adversity in childhood is understood, the workforce is appropriately trained, and effective interventions are in place to support parents, carers and families.
- Health and wellbeing needs are identified and supported to ensure improved outcomes for looked after infants, children and young people
- Maternal health and wellbeing is improved before, during and after pregnancy.

- Health and developmental outcomes for infants and children in their early years are improved and the difference in outcomes between socioeconomic groups is reduced.
- The physical and mental health of children and young people is supported and improved by delivery of community support services which focus on prevention and early intervention.
- Young people experience an effective transition between paediatric and adult health services.
- Healthcare services are continuously improved to ensure accessible, high quality care is delivered in the right place, at the right time and by the right person.
- Data systems and processes support the safe and effective management of information in relation to children and young people.

1.4. How have the stakeholders been involved in the development of this policy?

Key partners include North and South Health and Social Care Partnerships and Community Planning Partners. The CHC and Maternal and Child Health function works across these partnerships to support integrated children's services planning and strategy development with the key aim of improving health and wellbeing and reducing inequalities.

1.5 Examination of Available Data and Consultation - Data could include: consultations, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic or professional publications, reports etc.

- National and local feedback regarding uptake of child health programmes and evidence of medium and long term impact of COVID-19 on health outcomes.
- Maternal and child health dashboard

Name any experts or relevant groups / bodies you should approach (or have approached) to explore their views on the issues.

- Child Health Commissioner Steering Group
- Population Health and Primary and Community Services Governance Committee

What do we know from existing in-house quantitative and qualitative data, research, consultations, focus groups and analysis?

- Data analysis is contained within the Children and Young People's Health Plan, Lanarkshire 2021 – 2023.
- Views of children, young people and their families have been sought from a range of services to seek their views on services provided and these are contained within the plan.

- A maternal and child health dashboard will support the improvement activity contained within the plan, guiding us with key data and will assist in identifying improvement activity required.

What do we know from existing external quantitative and qualitative data, research, consultations, focus groups and analysis?

- The most vulnerable infants, children, young people and their families are most at risk of poorer health and find it harder to engage with services.
- The impact of the COVID-19 pandemic has had an adverse effect on infants, children, young people and their families.

1.7. What resource implications are linked to this policy?

At this time there are no resource implications linked to the Children and Young People's Health Plan, Lanarkshire 2021 – 2023.

SECTION TWO

IMPACT ASSESSMENT

Complete the following table, giving reasons or comments where:

The Programme could have a positive impact by contributing to the general duty by –

- Eliminating unlawful discrimination
- Promoting equal opportunities
- Promoting relations within the equality group

The Programme could have an adverse impact by disadvantaging any of the equality groups. Particular attention should be given to unlawful direct and indirect discrimination.

If any potential impact on any of these groups has been identified, please give details - including if impact is anticipated to be positive or negative. If negative impacts are identified, the action plan in appendix 3 form C must be completed

Equality Target Groups – please note, this could also refer to staff

	Positive impact	Adverse impact	Neutral impact	Reason or comment for impact rating
All children and young people	√			<ul style="list-style-type: none"> • The overarching aim of the function is to improve the health and wellbeing of infants, children, young people and families, and reduce inequalities by targeting services at those most in need.
1. Age <ul style="list-style-type: none"> • Children and young people • Adults • Older People 	√		√	<ul style="list-style-type: none"> • Neutral Impact. • Neutral Impact

2.2. Disability (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	√			<ul style="list-style-type: none"> Key areas of the maternal and child health function focus on those with disabilities and exceptional healthcare needs, for example, development of a neurodevelopmental pathway and strengthening transitions from paediatric to adult healthcare services.
2.3. Gender Reassignment			√	
2.4 Marriage and Civil partnership			√	
2.5 Pregnancy and Maternity	√			The implementation of the Children and Young People's Health Plan, Lanarkshire 2021 – 2023 will have a positive impact on all aspects of preconception and maternity care, including promoting financial wellbeing and providing support for vulnerable birth mothers.
2.6 Race/Ethnicity	√			<ul style="list-style-type: none"> Materials are translated and available in different languages if required. Child health data is available broken down by race/ethnicity and therefore additional need can be identified and targeted support provided.
2.7 Religion/Faith			√	<ul style="list-style-type: none"> No differential impact on religious beliefs.
2.8 Sex (male/female)	√			<ul style="list-style-type: none"> The function has a key focus on maternal health and improving pregnancy and birth outcomes. Integrated children's services planning includes tackling domestic abuse, the majority of which is experienced by women.

2.9 Sexual Orientation <ul style="list-style-type: none"> • Lesbians • Gay men • Bisexuals 			√	<ul style="list-style-type: none"> • Implementation will have no differential impact on sexual orientation.
2.10 Carers	√			<ul style="list-style-type: none"> • Integrated children's services plans include the implementation of the Carers Strategy and supporting the health, wellbeing and life opportunities of young carers.
2.10 Homeless	√			<ul style="list-style-type: none"> • Tackling homelessness in children and young people is an important element of the children and young people's health plan. A health needs assessment has been undertaken and implementation plans have been drawn up.
2.12 Involved in criminal justice system	√			<ul style="list-style-type: none"> • Integrated children's services planning includes our response to supporting children and young people involved in the criminal justice system.
2.13 Communications/Literacy	√			<ul style="list-style-type: none"> • All materials and communications are considered in terms of literacy skills and age appropriateness. Materials are Easy Read and adapted for individuals with a learning disability if required.
2.14 Rural Areas			√	

<p>2.15 Staff</p> <ul style="list-style-type: none"> Working conditions Knowledge, skills and learning required Location Any other relevant factors 	<p>√</p> <p>√</p>		<p>√</p> <p>√</p>	<ul style="list-style-type: none"> Staff should be adhering to Home Working policy Less travelling and potential time management stress Job satisfaction potentially reduced due to less face-to-face contact but can be enhanced with use of MS Teams meetings. As per NHS Lanarkshire's mandatory training requirements: <ul style="list-style-type: none"> http://vsv-392/COVID19Resources/cv-remote-consultations.asp Staff should be adhering to Home Working policy - https://www.nhslanarkshire.scot.nhs.uk/download/home-working-policy/ Information-Security-Policy–Home-Working https://www.nhslanarkshire.scot.nhs.uk/download/information-security-policy-home-working/
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2.16. What is the socio-economic impact of this policy / service change? (The Fairer Scotland Duty places responsibility on Health Boards to actively consider how they can reduce inequalities of outcomes caused by socio-economic disadvantage when making strategic decisions)

	Positive	Adverse	Neutral	Rationale/Evidence
Low income / poverty	√			<ul style="list-style-type: none"> Development and implementation of North and South Lanarkshire Child Poverty Action Plans.
Living in deprived areas	√			<ul style="list-style-type: none"> As above

Living in deprived communities of interest	√			<ul style="list-style-type: none"> As above
Employment (paid or unpaid)	√			<ul style="list-style-type: none"> As above, and includes supported employment for care experienced young people.

SECTION THREE	CROSSCUTTING ISSUES
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What impact will the proposal have on lifestyles? For example, will the changes affect:

	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
3.1 Diet and nutrition?	√			Supporting maternal and child healthy weight, including infant feeding.
3.2 Exercise and physical activity?	√			Supporting maternal and child healthy weight.
3.3 Substance use: tobacco, alcohol or drugs?	√			<ul style="list-style-type: none"> Smoking in pregnancy and tobacco use in young people Alcohol brief intervention training, diversionary activity and links to ADPs
3.4 Risk taking behaviour?	√			<ul style="list-style-type: none"> Provision of accessible young people Sexual and Reproductive Health Services in all localities

SECTION FOUR	CROSSCUTTING ISSUES
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Will the proposal have an impact on the physical environment? For example, will there be impacts on:				
	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
4.1 Living conditions?			√	
4.2 Working conditions?			√	
4.3 Pollution or climate change?			√	
Will the proposal affect access to and experience of services? For example:				
	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
Health care	√			
Social Services	√			N/A
Education	√			•
Transport	√			
Housing			√	• N/A

SECTION FIVE MONITORING

How will the outcomes be monitored?

- Maternal and child health dashboard
- Bi annual reporting on key performance indicators contained within the Children and Young People’s Health Plan, Lanarkshire 2021 – 2023. Service evaluation
- Feedback from children, young people and families

What monitoring arrangements are in place?

- Meetings of the Child Health Services Improvement and Planning Group
- Exception reporting to the Child Health Commissioner Steering Group
- Annual reports to the Population Health & Primary and Community Services governance committee

Who will monitor?

- Public Health and Health Improvement departments.

What criteria will you use to measure progress towards the outcomes?

- Children and Young People’s Health Plan, Lanarkshire 2021 – 2023 and the Maternal and Child Health Dashboard.

PUBLICATION

Public bodies covered by equalities legislation must be able to show that they have paid due regard to meeting the Public Sector Equality Duty (PSED). This should be set out clearly and accessibly, and signed off by an appropriate member of the organisation.

Once completed, send this completed EQIA to the **Equality & Diversity Manager**

Authorised by	Irene Campbell	Title	Programme Manager – Maternal and Child Health
Signature		Date	To be added

