Integrated Impact Assessment
Stage 1. Integrated Impact Assessment Checklist

The Integrated Impact Assessment (IIA) is a tool intended to support consideration of equality and diversity issues, human rights (including children and young people's rights), socio-economic disadvantage and climate change & sustainability in the design, development and delivery of policies and services. Completion of the Stage 1 Integrated Impact Assessment Checklist will determine if a further 'Full Integrated Impact Assessment' (Stage 2) is required.

Section1   General Information

Title					
Directorate, Service or Department					
Type of document / activity *(mark x in the appropriate box)*	Policy		Plan		Strategy	
	Other - describe:				

Aim

Purpose

Description of Intended Outcomes

Main Contact

Name		Tel No	
Job Title		Email	
Department			

Names of colleagues or groups who contributed to the IIA

Integrated Impact Assessment

Section 2 Groups of the Population

Which groups of the population do you think will be affected by the proposal?	
Staff Patient Minority ethnic people (incl. Gypsy/travellers, refugees & asylum seekers) Women and men People with mental health problems People in religious/faith groups Older people, children and young people People of low income Homeless people	Disabled people Lesbian, gay, bisexual and transgender Carers (paid or unpaid, family member) People affected by substance / alcohol misuse Low literacy /health literacy Living in deprived urban, remote, rural or coastal area Unskilled workers / Unemployed Lone parent families Offenders and former offenders
Those the proposal / policy will affect are:	

*When assessing impacts an **explanation is required** and any planned mitigating actions should be described. It is possible that both positive and negative impacts can be identified for the circumstances described. (If choosing 'not known' identify if further research is needed and if not, why not.)*

Section 3 Equality, Diversity and Human Rights
Identify the impacts on groups with protected characteristics including human rights.

Protected Characteristic Brief explanation of the impact using evidence available and how it will be addressed / mitigated State if the impact is: Positive, Negative, No Adverse Impact or Not Known	
Age (early years, children, young people, middle years, older people)	
Disability (physical impairment, learning disability, neurological, sensory loss, mental health, long term conditions)	
Gender (male, female)	
Gender Reassignment (people who have proposed, started, in the process or completed a process to change his or her sex)	
Marriage or Civil Partnership (people who are married, unmarried or in civil partnership)	
Pregnancy or Maternity (pregnant and/or on maternity leave, including breastfeeding)	
Race (minority ethnic people, racial groups, national origins,	

gypsies/travellers, refugees, asylum seekers, migrant workers)	
Religion or Belief (different religions or beliefs, including non-belief)	
Sexual Orientation (e.g. lesbian, gay, bisexual, heterosexual)	

Section 4   Children and Young People's Rights

Children and Young People's Rights Brief explanation of the impact, using evidence available and how it will be addressed / mitigated State if the impact is: Positive, Negative, No Adverse Impact or Not Known	
What aspects of the policy/measure will affect children and young people up to age 18?	
What likely impact, direct or indirect, will the policy/ measure have on children and young people?	
Which groups of children and young people will be affected?	

Section 5   Health Determinants / Health in All. Identify the impacts and which population groups will be affected. State if the impact is: Positive, Negative, No Adverse Impact or Not Known

What impact will the proposal have on lifestyles?	
Diet and nutrition	
Exercise and physical activity	
Substance use: tobacco, alcohol and drugs	
Risk taking behaviour	
Education and learning or skills	
Will the proposal have any impact on the social environment?	
Social status	
Employment (paid or unpaid)	
Social/family support	
Stress	
Income	
Will the proposal have an impact on the physical environment?	
Living conditions	
Working conditions	
Pollution or climate change	
Accidental injuries or public safety	
Transmission of infectious disease	
Will the proposal affect access to experience of services?	
Health care	
Transport	
Social services	
Housing services	
Education	

Integrated Impact Assessment

Section 6   Public Sector Equality Duty

	Describe / Summarise How it will Contribute to or achieve:-
Elimination of Discrimination (directly or indirectly)	
Promotion of Equality of Opportunity	
Foster Good relations between Groups	

Section 7   Fairer Scotland Duty - People Experiencing Socio-Economic Disadvantage

The Fairer Scotland Duty places legal responsibility on NHS Grampian to actively consider how to reduce inequalities of outcome caused by socio-economic disadvantage. Activities (such as strategic plans, strategies and policies) that require a strategic decision and have potential to impact on health and widen health inequalities must have 'due regard' for the Duty. The Duty applies at strategic level, which normally include decisions around setting priorities and targets, allocating resources and commissioning services.

Does this activity/policy require a strategic decision? ☐ Yes   ☐ No

If yes complete this section, If no go to Section 8.

People and Communities Experiencing Socio-Economic Disadvantage Describe how the following people might be impacted (Positive, Negative, No Adverse Impact or Not Known) using evidence available and how it will be addressed / mitigated	
People Living on a Low Income and/ or low wealth	
Carers (consider Kinship carers and carers who support a family member or friend without pay)	
Lone Parent Families/Single Female Parent Household with Children	
Households including Young Children and/or more than 3 children	
Retirement / Pensioner (s)	
Unskilled Workers and Unemployed	
Serious & Enduring Mental Health Conditions	
Homeless (risks of Homelessness)	
People with drug and/or alcohol issues	
Offenders and Former Offenders	
Refugees / Asylum Seekers	
Remote / Rural / Coastal Communities	
Communities in Areas of Deprivation	

Integrated Impact Assessment

Section 8 **Climate Emergency, Sustainability and Environment.** Describe how the environment and climate change will be impacted.

Climate Emergency and Sustainability Brief explanation of the impact, using evidence available and how it will be addressed / mitigated State if the impact is: Positive, Negative, No Adverse Impact or Not Known				
Reduce Greenhouse Gases and /or Adapting to the Effects of Climate Change				
Energy Efficiency and Consumption				
Prevention, Reduction, Re-use, Recovery, or Recycling of Waste				
Sustainable Procurement				
Natural Environment: Air, Land and Water Quality, Biodiversity, Open and Green Spaces				
Built Environment: -Housing, Built Heritage				
Does this qualify as a Plan, Programme or Strategy as defined by the Environmental Assessment (Scotland) Act 2005. Use the SEA flowchart to determine whether this plan or proposal requires a Strategic Environmental Assessment.	Yes		No	

Section 9 Summary of Rapid IIA Checklist

Positive Impacts (Note the groups affected)	Negative Impacts (Note the groups affected)

Additional Information and Evidence Required

Recommendations

Integrated Impact Assessment

Section 10   Action

Which of the following has the assessment been able to demonstrate?
☐ **Option 1 No major change required** (where no impact or potential for improvement is found) ☐ **Option 2 Adjust** (where a potential or actual negative impact or potential for a more positive impact is found) ☐ **Option 3 Continue** (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified) ☐ **Option 4 Stop and remove** (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issue can be addressed)
Explain Your Decision. Include any mitigating actions identified

Has the IIA Checklist been checked by a Level 1 EQIA assessor? If yes please provide details:		Y		N	
Name					
Job Title					
Email					
Date					
Authorising Director / Officer Review the Rapid IIA Checklist and <u>only</u> sign it, if the IIA Checklist has been fully completed using appropriate evidence and you are assured 'due regard' has been given.					
Name			Tel No		
Job Title			Email		
Department					
Signature			Date		

Return to Equality and Diversity at roda.bird@nhs.scot

- **Completed form**
- **Copy of final draft/version of any documentation**

Integrated Impact Assessment

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To be completed by Equality and Diversity – for quality control purposes and recording

Recommendations ☐ IIA Checklist Only ☐ full Integrated Impact Assessment	
Name	
Job Title	
Email	
Date	

End of Impact Assessment Record.