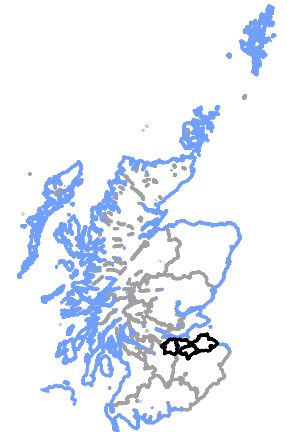




# A Cross – Institution Approach to Integrated Impact Assessment

Margaret Douglas, NHS Lothian  
Lesley Boyd, NHS Lothian  
Lesley Crozier, Midlothian Council  
Rebecca Spillane, East Lothian Council  
Shenaz Bahadur, City of Edinburgh Council  
Kenny Selbie, West Lothian Council



April 2015



( Not so much Health in Environmental assessment as Environment and Health in Equality assessment)

# Impact Assessment in Scotland



- SEA and EA – fairly standard process and guidance
- UK Equality Act - Equality Impact Assessment
- Protected characteristics
  - Age, Disability, Gender reassignment, Marriage and civil partnership, Pregnancy and maternity, Race, Religion and Belief, Sexual Orientation, Sex
- Human Rights Act – often considered in EQIAs
- No legal requirement for HIA

# Battle of the impact assessments?

Environmental  
Assessment

Health Impact  
Assessment

Equality  
Impact  
Assessment

Strategic  
Environmental  
Assessment  
**Integrated Impact Assessment**  
Sustainability  
Appraisal  
Business Impact  
Assessment

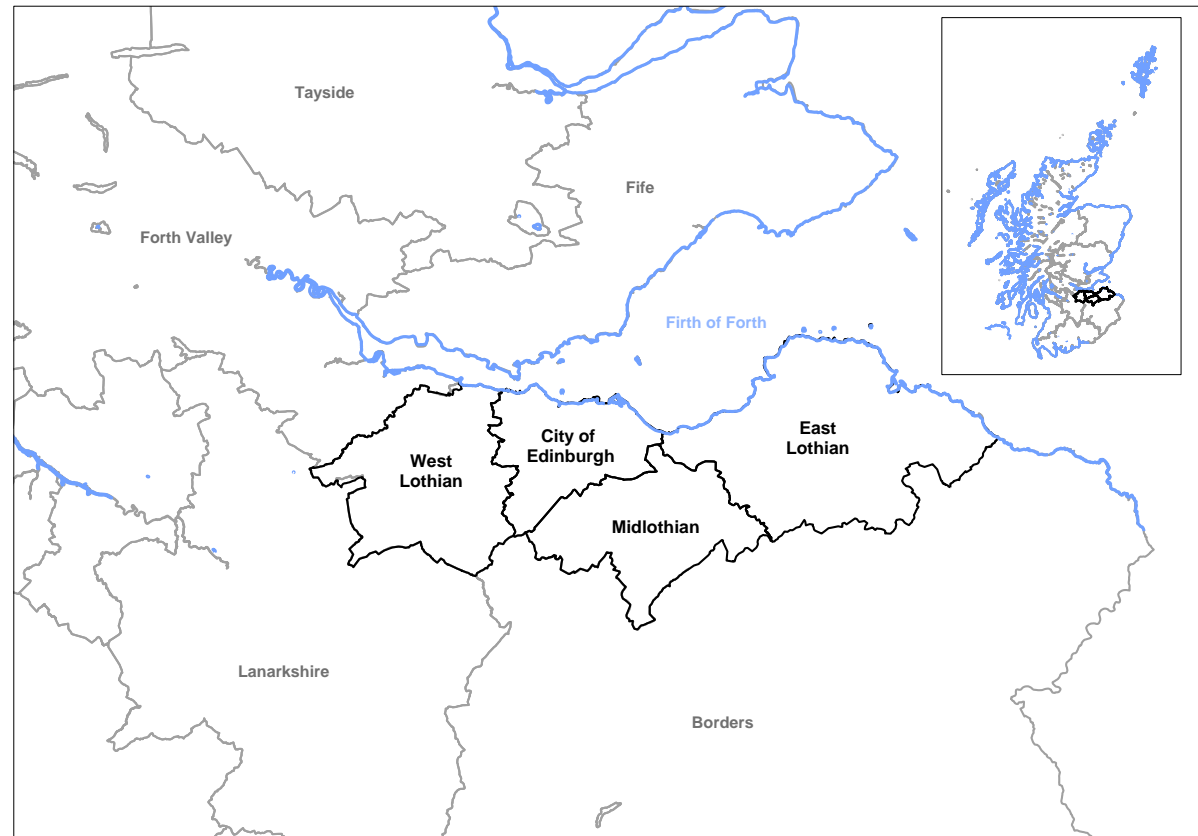
Carbon Impact  
Assessment

Business and  
Regulatory  
Impact  
Assessment

# Edinburgh and the Lothians



- 800,000 people
- 4 local government authorities
- 1 health authority



# Different approaches



- SEA – national guidance
- NHS Lothian – Rapid Impact Assessment
- Edinburgh – Equality and Rights Impact Assessment
- 3 councils – Equality Impact Assessment
- Different approaches to EQIA
  - All have a template – but different questions
  - Protected characteristics +/- Poverty +/- Human Rights +/- Health Determinants +/- Environment +/- Sustainability
  - Group discussion – or completed by single individual
  - New data and evidence – or use existing evidence

# The stimulus

- Previous attempts at shared approaches unsuccessful
  - SEA and Equalities officers – separate approaches, different plans/policies
  - Each organisation preferred own EQIA approach
  - Lead individual left after agreeing to share
- Integrated Health and Social Care Boards
  - Joint services
  - Avoid duplication of work
  - Hope to share resources



# Can it work for everyone?



- Protected characteristics
- Other vulnerable groups
- Health determinants
- Human Rights
- Carbon
- SEA screening
- Council priorities





# Perspectives and tensions



- Evidence – types of evidence; when to collect; how much is sufficient
- Stakeholder involvement – how much; who; links to other consultations
- Council priorities and health determinants

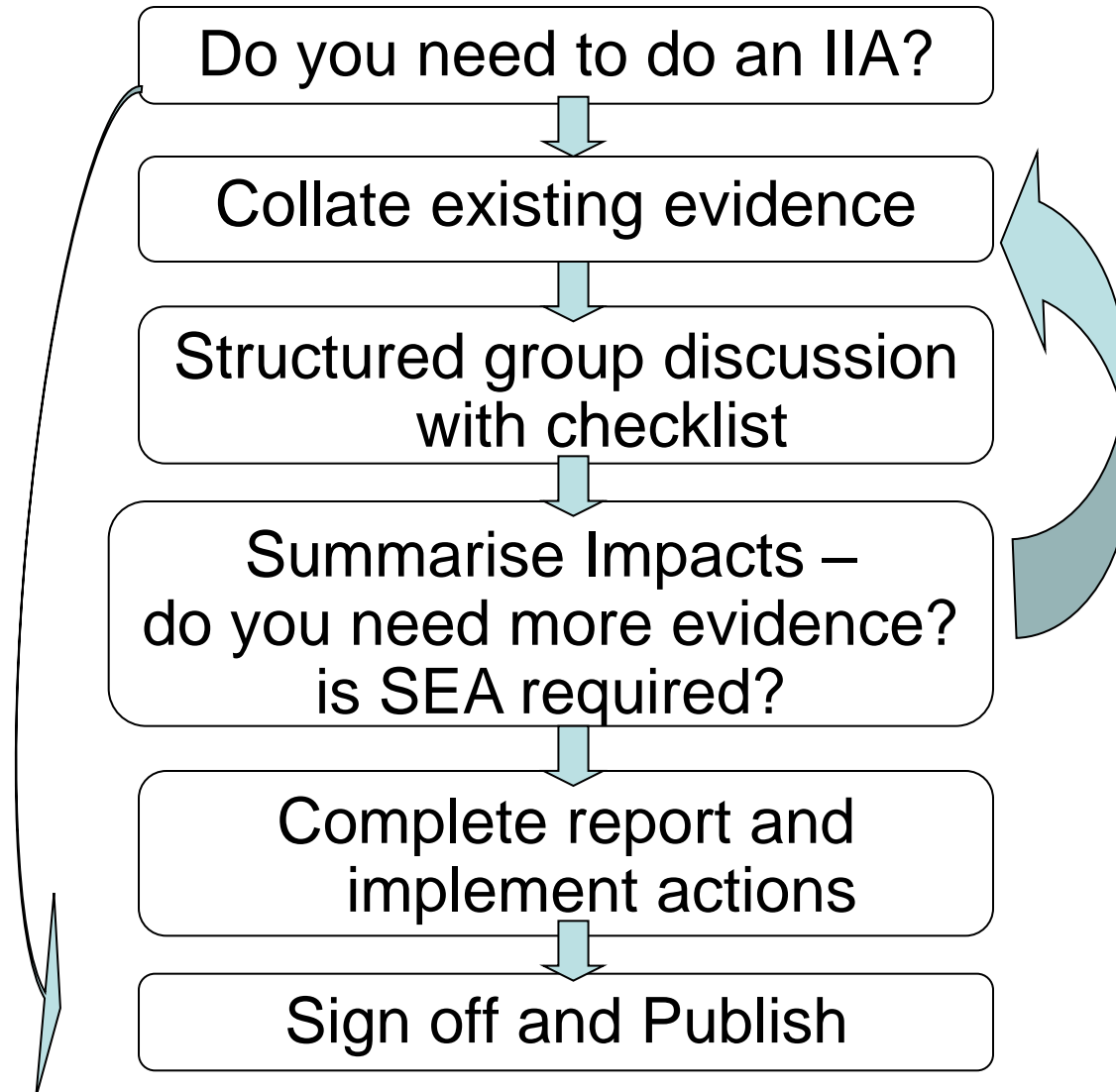
<b>Evidence</b>	<b>Available ?</b>	<b>Comments: what does the evidence tell you?</b>
Data on populations in need		
Data on service uptake/access		
Data on equality outcomes		
Research/literature evidence		
Public/patient/client experience information		
Evidence of inclusive engagement of service users and involvement findings		
Evidence of unmet need		
Good practice guidelines		
Environmental data		
Risk from cumulative impacts		
Other (please specify)		

# Checklist



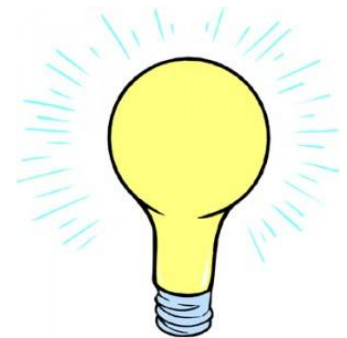
- Populations
  - Equality, Health and Human Rights
  - Environment
  - Economic
- 
- Used as prompts for structured group discussion

# Process



# The group meeting

- A 'structured brainstorm' to identify potential issues to be assessed
  - so evidence gathered is purposive?
- Or a meeting to agree, and share responsibility for, findings and recommendations
  - need all evidence in advance?
- Or shared learning about potential unintended impacts?



# Example: Staff Travel Plan



- Aim to balance: carbon, cost, convenience
- Positive impacts on active travel and sustainability
- Exemptions for people with disability or for personal safety
- Recommendations relating to
  - Cycle storage
  - Developing videoconferencing capacity
  - Use of travel team
  - Communications

# Some late hurdles

- Adding new issues – can it also meet requirements of the Children and Young People’s Act?
  - (And what’s next??)
- Loss of key posts
  - back to starting block in West Lothian
  - no one to implement elsewhere



# Further work



- Training
- Shared QA
- Monitoring and follow up





- Barrier
  - Attitudes – unwilling to go beyond ‘your’ issue
- Facilitator
  - Shared working, seeing it in practice
- Recommendation for practice
  - Take time to understand others’ ‘must dos’
- Recommendation for policy
  - Look beyond legal minimum to get maximum value

BUILT ENVIRONMENT  
ENVIRONMENT

ENVIRONMENT

TRANSPORT

HEALTH AND WELLBEING

EVIDENCE GATHERING

# Integrated Impact Assessment

EMPLOYMENT

EQUALITY

DETERMINANTS OF SOCIAL AND HEALTH INEQUALITY

HUMAN RIGHTS

ANALYSIS  
POVERTY

EDUCATION

CHILDREN'S RIGHTS

WASTE DISPOSAL