

EQUALITY AND DIVERSITY RAPID IMPACT SCREENING CHECKLIST

(versione inglese originale)



This checklist should be used to help identify broader impacts of a **policy**, **plan** or **practice** on health and wellbeing. It is intended to help you think about broader impacts, then suggest recommendations to improve the impact and identify where further evidence may be required to demonstrate impact and inform the recommendations. It assumes some background knowledge and understanding of the proposal.

STEP 1. POPULATION GROUPS

Identify the different population groups who may be affected by the proposal:

- The intended target group(s)
- Other groups who may receive the intervention
- Groups who may be affected unintentionally (positively or negatively)
- People who are excluded from benefiting from the proposal
- Specifically consider groups of people who are socially excluded; low income groups; different age groups; different genders; those living in specific geographical areas (rural/urban/deprived areas; communities of interest (e.g. people from black and minority ethnic communities, disabled people, people with learning disabilities, homeless people, refugees, travellers).

Not all of these groups will be relevant. Define the relevant groups for the specific proposal and write them on the checklist overleaf as a reminder to consider impacts on these groups in particular. (Groups need not be mutually exclusive.)

STEP 2. IMPACTS

Using your knowledge of the proposal, consider possible impacts on health and wellbeing, using the checklist. This is intended to help you think broadly about the indirect and unintended effects of the proposal as well as the direct intended ones. Some illustrations are provided to help stimulate your thinking but impacts do not have to be limited to these categories.

Make a note of what sort of impact you think the proposal will have on specific population groups. (Some proposals will have impacts on the whole population and you should note these when you find them.) Try to specify whether the impact will be positive or negative or whether you are uncertain and want to discuss in more detail.

STEP 3. FURTHER EVIDENCE

Having identified impacts, are there uncertainties that may affect your recommendations? What else do you need to know to inform these, or to monitor impacts that arise after the proposal is implemented? If you need to know more, note this on the sheet and consider the evidence to be gathered and questions to be answered.

STEP 4. RECOMMENDATIONS

Having identified the impacts, should the proposal be amended, or other action taken, to maximise positive and minimise negative impacts? If so, be prepared to make suggestions and recommendations along with the rest of the group.

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FINALLY: IS A MORE DETAILED HEALTH IMPACT ASSESSMENT NEEDED?

Further assessment may be needed if there are possible significant health impacts and uncertainty about which impacts are most significant and how, or if, the proposal should be adjusted. Not all proposals can be subjected to detailed assessment. You may wish to prioritise assessment when:

- Already vulnerable groups of people may be disadvantaged by a proposal
- The proposal has impacts over a large geographical area and large population
- Some results of the proposal may be irreversible
- There is conflict or disagreement about the proposal and a HIA may help to resolve it
- It is possible to change the proposal or implement other actions if necessary
- Time, money and expertise are available for further assessment

RAPID IMPACT CHECKLIST SUMMARY REPORT

Each of the numbered sections below must be completed in a report of the screening.

- 1. POPULATIONS GROUPS CONSIDERED DURING SCREENING – PLEASE ADD GROUPS IDENTIFIED DURING SCREENING**
 - minority ethnic people (incl. gypsy/travellers, refugees & asylum seekers)
 - women and men
 - people in religious/faith groups
 - disabled people
 - older people, children and young people
 - lesbian, gay, bisexual and transgender people
 - people of low income
 - people with mental health problems
 - homeless people
 - people involved in criminal justice system
 - staff
- 2. a) POSITIVE IMPACTS (note the groups affected)
b) NEGATIVE IMPACTS (note the groups affected)**
- 3. ADDITIONAL INFORMATION AND EVIDENCE REQUIRED**
- 4. WHAT COMMUNICATIONS NEEDS WERE IDENTIFIED? HOW SHOULD THEY BE ADDRESSED?**
- 5. RECOMMENDATIONS**
- 6. FROM THE OUTCOME OF THE RIC, HAVE NEGATIVE IMPACTS BEEN IDENTIFIED FOR RACE OR OTHER EQUALITY GROUPS? HAS A FULL EQIA PROCESS BEEN RECOMMENDED? IF NOT, WHY NOT?**

Manager’s Signature: _____

Date: _____

EQIA RAPID IMPACT SCREENING CHECKLIST

Which groups of the population do you think will be affected by this proposal?	Other groups
<ul style="list-style-type: none"> • minority ethnic people (incl. gypsy/travellers, refugees & asylum seekers) • women and men • people in religious/faith groups • people with disabilities • older people, children and young people • lesbian, gay, bisexual and transgender people • people of low income • people with mental health problems • homeless people • people involved in criminal justice system • staff 	

(The word proposal is used below as shorthand for any policy, procedure, strategy or proposal that might be assessed.)

What positive and negative impacts do you think there may be? Are there any impacts about which you feel uncertain? Which groups will be affected by these impacts?	
What impact will the proposal have on lifestyles? <ul style="list-style-type: none"> • Diet and nutrition • Exercise and physical activity • Substance use: tobacco, alcohol or drugs • Risk taking behaviour • Education and learning, or skills 	
What impact will the proposal have on the social environment? <ul style="list-style-type: none"> • Social status • Employment (paid or unpaid) • Social/family support • Stress • Income 	
What impact will the proposal have on equality? <ul style="list-style-type: none"> • Discrimination • Equality of opportunity • Relations between groups • Inclusive communication 	
What impact will the proposal have on the physical environment? <ul style="list-style-type: none"> • Living conditions • Working conditions • Pollution or climate change • Accidental injuries or public safety • Transmission of infectious disease 	
How will the proposal impact on access to and quality of services? <ul style="list-style-type: none"> • Health care • Transport • Social services • Housing services • Education • Leisure 	