



1. EQIA details

Name: (policy/ procedure/ practice/ function)	NHS Golden Jubilee Board Strategy 2025-30
Department:	Quality, Performance, Planning and Programmes
Lead Contact:	Carole Anderson
EQIA Assessor:	Laura Morrison
Date:	13/03/2025

2. EQIA overview

Use this section to provide details about the status (**new or existing**) of the policy/practice/procedure/function and provide an outline of the proposal including **aims, objectives** and **outcomes**.

Please note: All tables within this report are expandable.

Status	New <input checked="" type="checkbox"/> Existing <input type="checkbox"/>
Aims objectives & outcomes	The aim of this new strategy is to ensure the Board has clear, focussed and well-developed strategic objectives to guide its strategic direction covering the period 2025-2030.

3. Advancing Equality

NHS Golden Jubilee has a legal requirement under the Public Sector Equality Duty to have due regard to the need to:

- › Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- › Advance equality of opportunity between people who share a protected characteristic and those who do not.
- › Foster good relations between people who share a protected characteristic and those who do not.

Provide details of how the work will impact **positively, negatively** or **neutrally** on people who share the characteristics below.

It will be helpful to consider any access issues, health inequalities or experiences of discrimination that might impact these groups within your area of work. It will also be helpful to think about human rights and whether these will be impacted for any group. Our rights are described in the [Human Rights Act](#). Some groups are also protected by specific conventions, which are highlighted for your information in the relevant sections below.

There is no word count – you should include the information you think is required. Please ensure the information you use is evidence based (e.g. articles, public involvement, previous work). There is space at section 8 for you to record the evidence sources you use in your assessment.

	<p>Think about older people as well as children and young people, and their respective carers.</p> <p>United Nations Convention on the Rights of the Child (UNCRC)</p> <p>Convention on the Rights of the Child</p> <p>The UNCRC is a legally-binding international agreement setting out the civil, political, economic, social and cultural rights of every child, regardless of their race, religion or abilities.</p> <p>If children are specifically affected, please provide a high level overview here and then go to appendix A to undertake a more detailed assessment using the UNCRC checklist.</p>
<p>Positive impact</p>	<p>The NHS GJ Board Strategy identifies the need to accommodate an ageing population, and NHS GJ will be cognisant of this to ensure measures are in place to accommodate these needs through the delivery of our services.</p> <p>Within our new set of equality outcomes 2025-2029 NHS GJ will provide dementia-friendly accommodation within the level 4 upgrade with scope to expand to existing wards in accordance with Design for Dementia Strategy.</p> <p>NHS GJ predominately provides adult services with a small percentage of children within the SACCS patient group receiving treatment. A specific equality outcome has been identified to focus on making patient rooms more child friendly.</p>
<p>Negative impact</p>	<p>No impacted identified</p>
<p>Neutral impact</p>	<p>No impacted identified</p>

 Care Experience	<p>Think about children and young people up to the age of 26 who have experience of being in care. This can include foster care/supported care, kinship care, residential care, or being looked after at home with the support of a supervision order.</p> <p>NHS Golden Jubilee is named as a corporate parent under the Children and Young People (Scotland) Act 2014. You can find information and working examples of what this means for us in our Corporate Parenting Plan.</p>
Positive impact	As a corporate parent NHS GJ has procedures in place to safeguard children's wellbeing if mistreatment is suspected.
Negative impact	No impacted identified
Neutral impact	No impacted identified
 Disability	<p>Think about people with sensory impairments, communication difficulties, learning disabilities, physical impairments, energy impairments, autism spectrum disorders, mental health conditions and Deaf users of British Sign Language. You might also consider unpaid carers here.</p> <p>Convention on the Rights of Person with Disabilities</p>
Positive impact	<p>Within the previous set of equality outcomes 2021-2025 NHS GJ have implemented a portfolio of measures to improve accessibility of onsite facilities for patients, customers and service users with a disability (including physical, sensory and neuro divergent conditions). Examples of this include installation of a changing places toilet and inclusive way finding within our surgical centre and eye centre.</p> <p>Within our new set of equality outcomes 2025-2029 NHS GJ will continue to increase the accessibility of our campus. This includes a number of site upgrade works such as:</p> <ul style="list-style-type: none"> • A holistic care package for SACCS patients with a learning disability / additional needs. • Implementing an inclusive wayfinding directory within our main building.

	<ul style="list-style-type: none"> • Providing dementia-friendly accommodation within the level 4 upgrade with scope to expand to existing wards in accordance with Design for Dementia Strategy • Upgrading existing accessible W/C toilet fixtures and fittings within the main hospital building to bring in line with best practice guidance for accessibility. • Developing and delivering detailed digital access guides for all of our patient pathways by 2029. • Implementing a programme of inclusive design upgrade works across GJCH to enhance accessibility of disabled customers. • Introducing alternative format patient registration forms to help reduce health inequalities making information accessible for all. • Leading on a new accessible communication policy which will be rolled out as a once for Scotland approach.
Negative	No impacted identified
Neutral impact	No impacted identified
 Trans Status	<p>This is about trans / transgender people - anyone whose gender does not match the sex they were assigned at birth.</p> <p>Understanding the Transgender Community – Human Rights Campaign</p>
Positive impact	<p>Introduction of self-contained gender-neutral sanitary facilities within our eye centre and surgical centre provide a non-gender space for all of our patients and customer service users. All of our patient's rooms are sole occupancy with ensuite facilities.</p> <p>NHS GJ are providing discreet change facilities within single sex change rooms as standard with the surgical centre, eye centre and within our main hospital building as part of ongoing refurbishment works.</p>
Negative impact	No impacted identified
Neutral impact	No impacted identified

 Marriage & Civil Partnership	<p>Are there any implications for people who are married or in a civil partnership?</p> <p>Marriage and civil partnership discrimination – Citizen's Advice Bureau</p>
Positive impact	No impacted identified
Negative impact	No impacted identified
Neutral impact	No impacted identified
 Pregnancy & Maternity	<p>Think about people who are pregnant, breast-feeding or who recently gave birth.</p> <p>Convention on the Elimination of All Forms of Discrimination against Women</p>
Positive impact	<p>Within our new set of equality outcomes 2025-2029 NHS GJ will provide a dedicated onsite facility to enable female staff to express and store breast milk.</p>
Negative impact	No impacted identified
Neutral impact	No impacted identified
 Race	<p>Think about people with non-white majority ethnicities. This includes gypsy/travellers.</p> <p>Convention on the Elimination of all forms of Racial Discrimination</p>
Positive impact	<p>Within our new set of equality outcomes 2025-2029 NHS GJ will implement an anti-racism action plan to address racialized health inequalities and create a more equitable healthcare service.</p>
Negative impact	No impacted identified
Neutral impact	No impacted identified
 Religion or Belief	<p>Think about people who follow particular religions. For example: Judaism, Islam, Sikhism, Christianity etc. Are there particular beliefs or practices that might be impacted?</p> <p>International standards on freedom of religion or belief</p>
Positive impact	<p>Within our new set of equality outcomes 2025-2029 NHS GJ the Spiritual Care Centre will provide 24/7</p>

	access to enable people to express their spirituality.
Negative impact	No impacted identified
Neutral impact	No impacted identified
 Sex	Think about any differences for women compared to men, or vice versa. Convention on the Elimination of all forms of Discrimination Against Women
Positive impact	Within our new set of equality outcomes 2025-2029 NHS GJ will implement a gender equality action plan to develop and deploy targeted measures.
Negative impact	No impacted identified
Neutral impact	No impacted identified
 Sexual Orientation	Think about people who are lesbian, gay or bi or who have another minority sexual orientation (e.g. are not heterosexual / straight). Combatting discrimination based on sexual orientation
Positive impact	Within our new set of equality outcomes 2025-2029 NHS GJ will increase applications, on-boarding, quality of data and retention of people with protected characteristic with a focus on a specific characteristics including sexual orientation.
Negative impact	No impacted identified
Neutral impact	No impacted identified
 Socio-economic	Think about people living on low incomes and / or in deprived areas. If this is a strategic-level decision and the Fairer Scotland duty applies, you will need to give this characteristic detailed consideration. Otherwise, consider this as a cross-cutting issue (people who share a protected characteristic are more likely to experience poverty). The Fairer Scotland Duty Interim Guidance for Public Bodies
Positive impact	Health inequalities is a key focus of our work moving forward and NHS GJ will align strategic objectives to the forthcoming Population Health Framework for Scotland by embedding relevant

	prevention-focused initiatives, creating the best possible equitable care pathways and leveraging our role as an anchor institution to address health inequalities and support local communities, contributing to Scotland's broader public health goals.
Negative impact	No impacted identified
Neutral impact	No impacted identified

4. Overcoming negative impacts

Where the policy/practice/procedure/function was identified to adversely affect (discriminate against) people who share a protected characteristic; provide details of how this impact will be eliminated, minimised or managed.

Protected Characteristic	Actions	Person Responsible
All Characteristics	The NHS GJ Board Strategy has been designed to ensure it has a positive impact across the protected characteristics and any negative impacts have been eliminated or mitigated to the best of the Board's ability.	
 Age		
 Care Experience		
 Disability		
 Trans Status		
 Marriage/Civil Partnership		
 Pregnancy & Maternity		
 Race		

	Religion or Belief		
	Sex		
	Sexual Orientation		
	Socio-economic		

5. Impact rating

Provide an impact rating based on the degree to which the policy/practice/procedure/function will impact people who share a protected characteristic.

Impact Rating Key

 **Low**

There is **little or no evidence** that some people are (or could be) differently affected by the policy/practice/procedure/function.

 **Medium**

There is **some evidence** that people are (or could be) differently affected by the policy/practice/procedure/function.

 **High**

There is **substantial evidence** that people are (or could be) differently affected by the policy/procedure/function

Protected Characteristic		Low	Medium	High
	Age	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Care Experience	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Disability	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Trans Status	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Marriage/Civil Partnership	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Pregnancy & Maternity	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Race	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Religion or Belief	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Sex	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Sexual Orientation	✓	<input type="checkbox"/>	<input type="checkbox"/>
	Socio-economic	✓	<input type="checkbox"/>	<input type="checkbox"/>

6. Stakeholder collaboration

Provide details of stakeholder collaboration and consultation.

Refer to **Appendix B** for details of local and national charities and user groups which represent the Protected Characteristics defined by the Equality Act 2010.

Name/job title or Meeting/Group
12 Internal workshops
9 internal follow-up engagement sessions
Executive Leadership Team Away Day
8 on-site engagement sessions
Consultation Survey – open to staff volunteers, patients, public and our partners

7. Monitor and review

Regular reviews ensure that the policy, procedure or practice is kept up to date, and meets the requirements of current equality legislation.

Scheduled Review	Assigned contact	Review Date
	Ewen McGregor	April 2027

Where a negative impact has been identified and remedial actions are being implemented, the policy owner should define a timescale for review.

Identified Issue	Assigned contact	Review Date
N/A		

8. Evidence and research

Please detail all evidence and research utilised in order to support the rationale for this EQIA. (Include attachments where available).



Equalities Evidence Finder

Evidence & Research	
Population Health Framework – key principles	<input type="checkbox"/>

9. EQIA sign off



EQIA's with low impact ratings

If your EQIA demonstrates low impact ratings for each Protected Characteristic, then you are all set to go!

Please ensure that you email a copy of your EQIA to equalities@gjnh.scot.nhs.uk to allow us to maintain a central database of assessments for auditing purposes.



equalities@gjnh.scot.nhs.uk



EQIA's with medium or high impact ratings

If your EQIA has identified any **medium** or **high impacts** for people who share a Protected Characteristic, you will need to share your assessment with the Equality and Inclusion Lead who will review and advise next steps.



Rob White: Equality and Inclusion Lead



robert.white@gjnh.scot.nhs.uk



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Organisational governance process

Next, you need to share the EQIA with the people you're working with on your project, policy, process or practice. Not least because you should be proud of your work, but also because you should communicate the results of your assessment to project boards, organisational leaders, key stakeholders and others in a timely way, so that they can make informed decisions about the change you're making.

EQIA Assessor:	Laura Morrison
Sign-Off Date:	13/03/2025

Appendix A

UNCRC Checklist

If your proposal does not affect children and young people do not complete this section.

If your proposal affects children and young people, use the evidence you have collected to explain how your proposal could impact Children's Rights. Not all UNCRC rights may apply to your proposal. If this is the case, simply say 'Not relevant' or 'no known relevance'.

UNCRC Right	How will your work limit or restrict this right?	How will your work progress this right?	Are any groups of children particularly impacted?
3. Best interests of the child		NHS GJ are implementing child friendly designs to ensure a smooth transition from paediatric to adult services within the SACCS service.	
4. Making rights real		NHS GJ will implement child friendly feedback loops to enable the voice of the child to be heard.	
5. Family guidance as children develop			
6. Life, survival and development			
7. Name and nationality			

8. Identity			
9. Keeping families together		NHS GJ will be procuring fold down beds to allow family members to stay with children while receiving care.	
10. Contact with parents across countries		NHS GJ has systems in place to facilitate digital communication where family members are not co-located.	
11. Protection from kidnapping		NHS GJ has an integrated security system in place including CCTV and a dedicated on-site security team.	
12. Respect for children's views		NHS GJ will implement child friendly feedback loops to enable the voice of the child to be heard and ensure child friendly communication.	
13. Sharing thoughts freely		Please refer to response to question 12.	
14. Freedom of thought and religion		NHS GJ has a Spiritual Care Centre accessible 24/7, the service has	

		two chaplains providing cover 8am-8pm with on call cover also available.	
15. Freedom of association and peaceful assembly			
16. Protection of privacy		NH GJ adheres to information governance standards and ensures full compliance with data protection principles.	
17. Access to information		The NHS GJ Marketing Communications and Stakeholder Relations team are developing an accessible Communication Strategy to ensure information is provided in an accessible format.	
18. Responsibility of parents			
19. Protection from violence		As a corporate parent, NHS GJ has procedures in place to safeguard children's wellbeing.	
20. Children without families		Please refer to response to question 19.	

21. Children who are adopted		Please refer to response to question 19.	
22. Refugee children		Please refer to response to question 19.	
23. Disabled children		Please refer to response to disability within section 3.	
24. Enjoyment of the highest attainable standard of health		NHS GJ is a leading person-centred health care provider.	
25. Review of a child's placement			
26. Social and economic help		Please refer to response to socio-economic within section 3.	
27. Food, clothing and safe home			
28. Access to education			
29. Aims of education.			
30. Minority culture, language and religion		NHS GJ has an in-house interpretation service and a Spiritual Care Centre.	
31. Rest, play, culture, arts			
32. Protection from harmful work		Please refer to response to question 19.	

33. Protection from harmful drugs		Please refer to response to question 19.	
34. Protection from sexual abuse		Please refer to response to question 19.	
35. Prevention from sale and trafficking		Please refer to response to question 19.	
36. Protection from exploitation		Please refer to response to question 19.	
37. Children in detention		Please refer to response to question 19.	
38. Protection in war			
39. Recovery and reintegration			

Appendix B

Third sector organisations

	Age	<ul style="list-style-type: none"> ▪ Age UK 	www.ageuk.org.uk
	Care Experience	<ul style="list-style-type: none"> ▪ Become 	https://www.becomecharity.org.uk/
		<ul style="list-style-type: none"> ▪ CELCIS 	www.celcis.org
		<ul style="list-style-type: none"> ▪ Who Cares? Scotland 	www.whocarescotland.org
		<ul style="list-style-type: none"> ▪ SCCYP 	www.sccyp.org.uk
	Disability	<ul style="list-style-type: none"> ▪ RNIB Scotland 	WWW.RNIB.ORG.UK
		<ul style="list-style-type: none"> ▪ Visibility 	WWW.VISIBILITY.ORG.UK
		<ul style="list-style-type: none"> ▪ Action on Hearing Loss 	www.actiononhearingloss.org.uk
		<ul style="list-style-type: none"> ▪ Dementia UK 	www.dementiauk.org
		<ul style="list-style-type: none"> ▪ Alzheimer's Society 	www.alzheimers.org.uk
		<ul style="list-style-type: none"> ▪ Autism Alliance 	www.autism-alliance.org.uk

		<ul style="list-style-type: none"> ▪ Scottish Autism www.scottishautism.org
		<ul style="list-style-type: none"> ▪ Mind www.mind.org.uk
		<ul style="list-style-type: none"> ▪ Scope www.scope.org.uk
	Trans Status	<ul style="list-style-type: none"> ▪ Scottish Trans Alliance www.scottishtrans.org
		<ul style="list-style-type: none"> ▪ Sparkie www.sparkie.org.uk
		<ul style="list-style-type: none"> ▪ Mermaids UK www.mermaidsuk.org.uk
	Marriage/ Civil Partnership	<ul style="list-style-type: none"> ▪ Equality Network www.equality-network.org
	Pregnancy & Maternity	<ul style="list-style-type: none"> ▪ Maternity Action www.maternityaction.org.uk
	Race	<ul style="list-style-type: none"> ▪ Race Equality Foundation www.raceequalityfoundation.org.uk
		<ul style="list-style-type: none"> ▪ Ethnic Minority Foundation www.emfoundation.org.uk
	Religion or Belief	<ul style="list-style-type: none"> ▪ Interfaith Scotland www.interfaithscotland.org
	Sex	<ul style="list-style-type: none"> ▪ Equality Now www.equalitynow.org
		<ul style="list-style-type: none"> ▪ Fawcett Society www.fawcettsociety.org.uk

 Sexual Orientation	<ul style="list-style-type: none"> Stonewall Scotland 	www.stonewall.org.uk
	<ul style="list-style-type: none"> West Dunbartonshire LGBT Network 	www.lgbtwestdunbartonshire.com
	<ul style="list-style-type: none"> LGBT Youth Scotland 	www.lgbtyouth.org.uk
 Socio-economic	<ul style="list-style-type: none"> The Poverty Alliance 	www.povertyalliance.org
	<ul style="list-style-type: none"> Citizens Advice 	www.citizensadvice.org.uk