



Areas for Consideration of Impact

Protected Characteristics

Age: older people; middle years; early years; children and young people.
Disability: physical impairments; learning disability; sensory impairment; mental health conditions; long-term medical conditions.
Gender Reassignment: people undergoing gender reassignment
Marriage & Civil Partnership: people who are married, unmarried or in a civil partnership.
Pregnancy and Maternity: women before and after childbirth; breastfeeding.
Race and ethnicity: minority ethnic people; non-English speakers; gypsies/travellers; migrant workers.
Religion and belief: people with different religions or beliefs, or none.
Sex: men; women; experience of gender-based violence.
Sexual orientation: lesbian; gay; bisexual; heterosexual.

Fairer Scotland Duty

Low income – those who cannot afford regular bills, food, clothing payments
Low Wealth – those who can meet basic living costs but have no savings for unexpected spend or provision for the future.
Material Deprivation – those who cannot access basic goods and services, unable to repair/replace broken electrical goods, heat their homes or access to leisure or hobbies
Area of Deprivation/Communities of Place - consider where people live and where they work (accessibility and cost of transport)
Socio-Economic Background - social class, parents' education, employment, income.

Health Inequality (those not already covered in the Fairer Scotland Duty)

Low literacy / Health Literacy includes poor understanding of health and health services (health literacy) as well as poor written language skills.
Discrimination/stigma – negative attitudes or treatment based on stereotyping. Discrimination can be direct or indirect and includes harassment and victimisation.
Health and Social Care Service Provision - availability, and quality/affordability and the ability to navigate accessing these.
Physical environment and local opportunities - availability and accessibility of housing, transport, healthy food, leisure activities, green spaces, air quality and housing/living conditions, exposure to pollutants, safety of neighbourhoods, exposure to crime, transmission of infection, tobacco, alcohol and substance use.

<p>Education and learning - availability and accessibility to quality education, affordability of further education, Early Years development, readiness for school, literacy and numeracy levels, qualifications.</p>
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Other

Looked after (incl. accommodated) children and young people
Carers: paid/unpaid, family members.
Homelessness: people on the street; staying temporarily with friends/family; in hostels, B&Bs.
Involvement in the criminal justice system: offenders in prison/on probation, ex-offenders.
Addictions and substance misuse
Refugees and asylum seekers
Staff: full/part time; voluntary; delivering/accessing services.

Human Rights (note only the relevant ones are included below)

<p>Article 2 – The right to no discrimination – not to be treated in a different way compared with someone else in a similar situation. Indirect discrimination happens when someone is treated in the same way as others that does not take into account that person's different situation. An action or decision will only be considered discriminatory if the distinction in treatment cannot be reasonably and objectively justified.</p>
<p>Article 3 - The right to life (absolute right) – everyone has the right to life, liberty and security of person which includes access to basic necessities and protection from risks to their life from self or others.</p>
<p>Article 5 - The right not to be tortured or treated in an inhuman or degrading way (absolute right) which includes anything that causes fear, humiliation intense physical or mental suffering or anguish.</p>
<p>Article 9 - The right to liberty (limited right) – and not to be deprived of that liberty in an arbitrary fashion.</p>
<p>Article 10 - The right to a fair trial (limited right) – including the right to be heard and offered effective participation in any proceedings.</p>
<p>Article 12 - The right to respect for private and family life, home and correspondence (qualified right) – including the right to personal choice, accessible information and communication, and participation in decision-making (taking into account the legal capacity for decision-making).</p>
<p>Article 18 - The right to freedom of thought, belief and religion (qualified right) including conduct central to beliefs (such as worship, appropriate diet, dress etc.)</p>
<p>Article 19 - The right to freedom of expression (qualified right) – to hold and express opinions, received/impart information and ideas without interference</p>

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Article 2 non-discrimination	Article 15 freedom of association	Article 30 children from minority or indigenous groups
Article 3 best interests of the child	Article 16 right to privacy	Article 31 leisure, play and culture
Article 4 implementation of the convention	Article 17 access to information from the media	Article 32 child labour
Article 5 parental guidance and a child's evolving capacities	Article 18 parental responsibilities and state assistance	Article 33 drug abuse
Article 6 life, survival and development	Article 19 protection from violence, abuse and neglect	Article 34 sexual exploitation
Article 7 Birth, registration, name, nationality, care	Article 20 children unable to live with their family	Article 35 abduction, sale and trafficking
Article 8 protection and preservation of identity	Article 22 refugee children	Article 36 other forms of exploitation
Article 9 separation from parents	Article 23 children with a disability	Article 37 inhumane treatment and detention
Article 10 family reunification	Article 24 health and health services	Article 38 war and armed conflicts
Article 11 abduction and non-return of children	Article 25 review of treatment in care	Article 39 recovery from trauma and reintegration
Article 12 respect for the views of the child	Article 26 Benefit from social security	Article 40 juvenile justice
Article 13 freedom of expression	Article 27 adequate standard of living	Article 42 knowledge of rights
Article 14 freedom of thought, belief and religion	Article 28 right to education	

ACHSCP Impact Assessment – Proportionality and Relevance

Name of Policy or Practice being developed	Aberdeen City Vaccination Centre & Priority Intervention Hub
Name of Officer completing Proportionality and Relevance Questionnaire	Caroline Anderson Programme Manager – Vaccinations
Date of Completion	10/11/23
What is the aim to be achieved by the policy or practice and is it legitimate?	To create a streamlined and responsive person centred Vaccination Service & Priority Intervention Hub. Some people accessing this service may be considered as having a Disability as defined by the Equality Act 2010
What are the means to be used to achieve the aim and are they appropriate and necessary?	The overall aim of this Assessment is to ensure that we have an accessible location where a range of health, social care, education and third sector voluntary organisations work together all responding to local need. To provide a one stop shop where people can receive the right service in the right place at the right time no matter their age, sex, gender, religion, disability etc.
If the policy or practice has a neutral or positive impact please describe it here.	<p>A number of positive impacts have been identified which should be realised by the service</p> <p>Protected Characteristics Disability - Disabled people, their carers and families can access the building via the Bon Accord Car Park which includes blue badge parking spaces on every floor. Doors from the car park to the lifts are automatic opening removing any barriers to access. The hub is very close to the lifts exiting from the Car Park. The hub is all on one level and there are the provision of Wheelchairs. There is a wheelchair accessible toilet directly to the right of the Hub (Bon Accord Toilets next to Curated Store). The Hub is fully wheelchair accessible. People also have access to the “Transport to Healthcare Information Centre (THInC). THInC can help with information on bus services, train times, dial-a-bus services, taxi companies with wheelchair-accessible vehicles and community transport to support them with travel for their vaccination appointment. The Hub provides clinics in conjunction with North East Sensory Service to support those with hearing and sight loss and continue to work with the service to look at additional supports to improve accessibility further. The hub has access to portable loop system to support people with hearing impairments. The Hub has a dedicated area for children and has the provision of ADHD friendly packs which include ear defenders & fidget toys to support their experience.</p> <p>Age –The service provides vaccination for all age groups including pre-school children, School aged children, Adults and Older adults.</p> <p>Race – Translation services will be provided via “language line – dedicated telephone translation services” and the use of google translate to ensure there is no disadvantage to those who English is not their first language. All vaccination leaflets are available in all languages either in printed format or via a QR code for online availability. The service liaise with GREC, Churches and Mosques to support vaccination & other service promotion to minority Groups. The service liaise with</p>

	<p>resettlement officers to promote and undertake clinics to asylum seekers and refugees. The service liaise with the Gypsy/Traveller Lead to ensure services are promoted and seek ways to ensure accessible to all.</p> <p>Sex, Marriage and Civil Partnership, Gender Reassignment, Religion & belief – The creation of the community based hub model, which focusses on individual needs, ensure that there will be no bias towards Sex, Marriage and Civil Partnership, Gender, Religion & belief within the delivery of the service.</p> <p>Pregnancy & Maternity – The service deliver vaccinations during Pregnancy & Maternity and liaise with Maternity Service to support ease of access, guidance and support. The Hub also has a dedicated breastfeeding area for Nursing mothers. The Centre is registered with “Breastfeeding Friendly Scotland Scheme”</p> <p>Housebound– Positive Impact - For anyone classed as Housebound by the Community District Nurses, Health Visitors, and GPs or via screening from a Housebound referrals, Vaccinators will visit them in their own home.</p> <p>Carers: paid/unpaid, family members – Positive Impact - Vaccinations are offered to all paid and unpaid carers. The creation of the community based hub model provides the opportunity for Carers Support via input to Carers Strategy consultation and a weekly Carers “Wee Blether” Conversation Café where unpaid carers can attend to meet with the Aberdeen Carers Service and the Care Management team for support.</p> <p>Homelessness – The centre works closely with the Homeless Service and Aberdeen Links Practitioner covering the Homeless Service to ensure vaccinations are promoted and that people can walk into any vaccination centre without an appointment at a time that suits them to be vaccinated. The creation of a community based hub model provides access to a warm space and information about support and activities within the Aberdeen City.</p> <p>Addictions and Substance Misuse –Supporting to reduce stigma and support people in recovery with the provision of weekly support from Aberdeen in Recovery – providing peer to peer support and naloxone training.</p> <p>Low Income – The Vaccination & Wellbeing Hub is located in the City Centre ensuring it is accessible by one bus from nearly every part of Aberdeen City. The service also aim to hold pop up clinics within priority neighbourhood areas at the end of the spring and winter vaccination programmes to ensure people have access to a venue to be vaccinated no matter their financial circumstances.</p> <p>Involvement in the criminal justice system – No Impact.</p> <p>Staff: Full/part time; voluntary; delivering/ accessing services: Staff will experience change in their day to day working lives as they will need to work as an integrated team. Engaging with staff and ensure good communication</p>
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	networks in place to keep staff up to date and involved with change (Training & Development days, Staff Daily News Teams channel, morning safety huddle, weekly team meetings.
Is an Integrated Impact Assessment required for this policy or decision (Yes/No)	No
<p>Rationale for Decision NB: consider: -</p> <ul style="list-style-type: none"> • How many people is the proposal likely to affect? • Have any obvious negative impacts been identified? • How significant are these impacts? • Do they relate to an area where there are known inequalities? • Why are a person's rights being restricted? • What is the problem being addressed and will the restriction lead to a reduction in the problem? • Does the restriction involve a blanket policy, or does it allow for different cases to be treated differently? • Are there existing safeguards that mitigate the restriction? 	<p>All residents of Aberdeen City attending the centre will be positively impacted by the increase of services being delivered in one place. With access to Health Information Point and third sector voluntary organisations providing support and advice to help people stay well, connected and stay well in their own home and within their local communities. The Hub provides a level of anonymity when people are entering the centre without people knowing what they are there for. People will be able to access a wide range of support including:</p> <ul style="list-style-type: none"> • Vaccinations • Bloods • Chronic Disease Management • Community Respiratory Clinics • Vitamin B12 Injections • Health Visiting Service • Mental Health & Wellbeing Support • Support with recovery from addictions & peer naloxone training. • Employability Support • Benefits / Disabilities Benefits Support • Safer Mobility/Falls Prevention advice • Digital Technology Support – Independent Living • Cost of Living Support • Community Groups / Conversation Café • Community Engagement/Empowerment <p>The Scottish Government and Scottish General Practitioners Committee agreed vaccination would move away from a model based on GP delivery to one based on NHS Board/Health & Social Care Partnership (HSCP) delivery through dedicated teams. This may negatively impact people for travelling aspects and affordability. To mitigate this, the decision was made to ensure that the location was central where people would only require to take one bus from any location within Aberdeen City. Additional Clinics have been set up in the North (Bridge of Don) and South (Airyhall) as an additional mitigation. Further pop up clinics are arranged in local communities where there are known inequalities and possible lower uptake at the end of each programme to support those people who are unable to travel to a vaccination centre.</p> <p>No one's rights will be restricted by this Service. The changes includes the improvement of person-centred care which includes collaborate working with health, social care</p>

	and third sector organisations to support people, their carers and families.
Decision of Reviewer	Agreed
Name of Reviewer	Sandy Reid
Date	30.10.23

Scottish Specific Public Sector Duties (SSPSED)

Procured, Tendered or Commissioned Services

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children's rights and the Fairer Scotland duties be addressed?

ACHSCP Impact Assessment – The Integrated Impact Assessment

Description of Policy or Practice being developed including intended aim.	
Is this a new or existing policy or practice?	
Name of Officer Completing Impact Assessment	
Date Impact Assessment Started	
Name of Lead Officer	
Date Impact Assessment approved	

Summary of Key Information

Groups or rights impacted.	
Feedback from consultation and engagement and how this informed development of the policy or practice	
Performance Measures identified, where these will be reported and how impact will be monitored.	

Review

Date the Impact will be reviewed	
Rationale for Date	

Having considered all of the groups, duties, and rights in the guidance on Impact Assessment could this policy or practice have a negative impact on any of the following. Please answer Yes or No. If you answer Yes, please specify precisely which particular group, duty or right will be impacted and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Other Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes	No
Describe what this cumulative impact will be and include evidence mitigations in the sections below		

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions

Scottish Specific Public Sector Duties (SSPSED)

Procured, Tendered or Commissioned Services

Is any part of this policy/service to be carried out wholly or partly by contactors and if so, how will equality, human rights including children's rights and the Fairer Scotland duties be addressed?

ACHSCP Impact Assessment – The Review

Name of Impact Assessment being reviewed	
Name of Officer completing review	
Date Review Commenced	
Reason for Review (scheduled or accelerated)	
Reason for Accelerated Review	
Name of Lead Officer	
Date Review Completed	

Summary of Key Information

What amendments have been identified to the original Impact Assessment?	
What evidence do you have for these amendments?	
What actions have you taken to review the policy or practice in light of the review?	

Having considered all of the groups, duties, and rights in the guidance on Impact Assessment has the impact of this policy or practice changed from the original assessment? Please answer Yes or No. If you answer Yes, please specify precisely what change has occurred and which particular group, duty or right it affects and how and also what (if any) current evidence you have.

	Yes/No	Details	Evidence
Protected Characteristics			
Fairer Scotland Duty			
Health Inequality			
Other Groups			
Human Rights			
UNCRC			

Will there be any cumulative impacts between this policy or decision and others	Yes	No
Describe what this cumulative impact will be and include evidence mitigations in the sections below		

Please list below the groups of stakeholders to be engaged with or consulted, what feedback has been received and how this has influenced development of the policy or practice and what (if any) mitigating actions have been put in place in light of the changes identified above.

Stakeholder Groups	Feedback Received	Influence on Policy or Practice/Mitigating Actions