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**Equality Impact Assessment**

**Section 1: About the proposal**

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| **Title of Proposal** |
| Urology service – Resume activity back to Lorn & Islands Hospital. |

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| **Intended outcome of proposal** |
| Return specific Urology work back to Lorn & Islands Hospital under NHS Highland governance structure and expand Urology work to a wider catchment area. |

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| **Description of proposal** |
| Withdraw from additional SLA with Glasgow for the provision of Urology work. Majority of work endoscopy screening. [ Cancer pathway part of large SLA and will not be changed, this is for simple Urology work].  Theatre utilisation group-aim to increase activity at RGH’s and this work would contribute to plan. |

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| **HSCP Strategic Priorities to which the proposal contributes** |
| The Strategic priorities for the Health and Social Care Partnership are detailed in the Strategic Plan 2019-2022. This brings treatment services closer to home. |

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| **Lead officer details** | |
| Name of lead officer | **Caroline Henderson** |
| Job title | **RGH Manager** |
| Department | **Lorn & Islands Hospital** |
| **Appropriate officer details** | |
| Name of appropriate officer |  |
| Job title |  |
| Department |  |
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| Sign-off of EIA | Caroline Cherry |
| Date of sign-off | **2/2/2021** |

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| **Who will deliver the proposal?** |
| Caroline Henderson, with the support of North Highland, to ensure appropriate governance arrangements in place. |

**Section 2: Evidence used in the course of carrying out EIA**

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| **Consultation / engagement** |
| Planning for the future group – feedback was obtained around the negative impact when service was moved to Glasgow. Returning service will be a positive move for service users and families. This will reduce travel for service users and families. |

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| **Data** |
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| **Other information** |
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| **Gaps in evidence** |
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**Section 3: Impact of proposal**

**Impact on service users:**

|  | **Negative** | **No impact** | **Positive** | **Don’t know** |
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| **Protected characteristics:** |  |  |  |  |
| Age |  |  | X |  |
| Disability |  |  | X |  |
| Ethnicity |  | X |  |  |
| Sex |  | X |  |  |
| Gender reassignment |  | X |  |  |
| Marriage and Civil Partnership |  | X |  |  |
| Pregnancy and Maternity |  | X |  |  |
| Religion |  | X |  |  |
| Sexual Orientation |  | X |  |  |
| **Fairer Scotland Duty:** |  | X |  |  |
| Mainland rural population |  |  | X |  |
| Island populations |  |  | X |  |
| Low income |  |  | X |  |
| Low wealth |  |  | X |  |
| Material deprivation |  | X |  |  |
| Area deprivation |  |  | X |  |
| Socio-economic background |  |  | X |  |
| Communities of place |  | X |  |  |
| Communities of interest |  | X |  |  |

**Impact on service deliverers (including employees, volunteers etc.):**

|  | **Negative** | **No impact** | **Positive** | **Don’t know** |
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| **Protected characteristics:** |  |  |  |  |
| Age |  | X |  |  |
| Disability |  | X |  |  |
| Ethnicity |  | X |  |  |
| Sex |  | X |  |  |
| Gender reassignment |  | X |  |  |
| Marriage and Civil Partnership |  | X |  |  |
| Pregnancy and Maternity |  | X |  |  |
| Religion |  | X |  |  |
| Sexual Orientation |  | X |  |  |
| **Fairer Scotland Duty:** |  | X |  |  |
| Mainland rural population |  |  | X |  |
| Island populations |  |  | X |  |
| Low income |  | X |  |  |
| Low wealth |  | X |  |  |
| Material deprivation |  | X |  |  |
| Area deprivation |  | X |  |  |
| Socio-economic background |  | X |  |  |
| Communities of place |  | X |  |  |
| Communities of interest |  |  | x |  |

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| **If any ‘don’t knows have been identified, at what point will impacts on these groups become identifiable?** |
| n/a |

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| **How has ‘due regard’ been given to any negative impacts that have been identified?** |
| n/a |

**Section 4: Interdependencies**

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| **Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP?** | No |

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| **Details of knock-on effects identified** |
| NA |

**Section 5: Monitoring and review**

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| **Monitoring and review** |
| Theatre utilisation group – monitors progress with identified proposal.  L&I management team and local Surgical Development action plan will monitor progress and Head of Service & SLT will be provided with update as part of the Lorn and Isles Hospital Work. |