



COMHAIRLE NAN EILEAN SIAR

## Fairness Assessment Toolkit

Author/Reviewer Name	Ron Culley
Name of policy, protocol, procedure, strategy or service	Redesign of Dental Services in Uist
Date Completed	07/12/16



COMHAIRLE NAN EILEAN SIAR

## **Section 1 - About your project**

Please answer the following questions:

### **1. Is this a new strategy?**

Yes, although the matter has been under consideration for some time and the concepts underpinning the proposal (i.e. the development of clinical/integrated hubs) are agreed Health Board and IJB policy

The redesign of dental services in Uist has been a matter of interest to NHS Western Isles since 2014. At that time, the Chief Administrative Dental Officer identified core weaknesses in the current service arrangement, identifying both environmental issues (quality of clinical space) and clinical practice issues (emerging from the dispersed service arrangement), which required to be addressed. These arguments were pulled together as part of a report to the Health Board Corporate Management Team. The broad proposal at that time was to bring all dental services in Uist into a single integrated hub, located in the Uist and Barra Hospital.

This also aligned with the property strategy of NHS Western Isles, which identified that the Griminish GP practice, Balivanich nurse clinic, Lochboisdale dental clinic and Berneray Clinic are no longer suitable for use. These findings were supported by independent building survey reports which take into account the building condition, space utilisation, functional suitability, backlog maintenance, disability access, statutory compliance, energy, carbon management, comparison to modern design guidance and fire safety. The Health Board's Property and Asset Management Strategy was developed using these surveys along with wider clinical strategies, which concluded that the development of clinical hub sites would be the best means of delivering safe and effective services.

### **2. Have you checked if there is any other current guidance on this topic?**

The development of the proposal has been checked against existing Scottish Government Guidance. National strategy identifies eight key principles:

- Oral health as an integral part of overall health improvement. Underpinned by a free dental examination for all population groups.
- Services for children and young people should be focused on prevention and meet the oral health needs of those in the most disadvantaged circumstances
- Patient-centred, standards ensuring high quality services
- A public dental service targeted at those in most need
- Support for dental practices providing services for the NHS
- Dental teams trained to deliver patient-centred, safe and effective dental services
- Closer integration of dentistry, within the wider NHS family
- An education and training plan to deliver more high quality dental professionals

In addition, clinical safety evidence, published by respected institutions like the General Dental Council, has been used to support decision-making.



COMHARLE NAH EILEAN SIAR

**3. Please list who is likely to be affected by this project and how they will be affected**

<b>Who?</b>	<b>How?</b>
Older people	The reforms raise key issues in respect of service access, due to the distance some people may have to travel to access dental care
Disabled people	The reforms raise key issues in respect of service access, due to the distance some people may have to travel to access dental care
Pregnancy and maternity	The reforms raise key issues in respect of service access, due to the distance some people may have to travel to access dental care

**4. Please tell us how you are going to involve these people in the project**

In developing the proposal, we have sought wide-ranging input from patients, third sector organisations, and staff:-

- Working with the Locality Planning Group to identify key issues;
- Through the Locality Planning Group, ensuring feedback to community councils about the reforms;
- A public engagement session, advertised through posters and other material placed in healthcare facilities, was held with patients, stakeholders and staff. This was overseen by Healthcare Improvement Scotland.
- Our intention to consult early in 2017 on a number of themes including:
  - a) whether the proposals are likely to have an adverse impact on any of the protected characteristics set out in the Equality Act 2010
  - b) whether the proposals are likely to have an adverse impact on equality of opportunity or on good community relations
  - c) whether there is an opportunity to promote equality of opportunity or good community relations



COMHAIRLE NAN EILEAN SIAR

## **Section 2 Protected Characteristics**

**Read the following, as these are about the people or groups of people whose rights are specifically protected under the 2010 Equalities Act.**

**This page gives you information on each of the nine protected characteristics.**

### **1. Age**

Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18-30 year olds, 65-80 year olds)

#### **How will these groups be affected?**

The proposed changes may affect the ability of older people (aged 65+), adults (18-65 year olds), and children (0-18) to access dental services. Older people are more likely than the rest of the population to have mobility problems, and may also become frailer as older age progresses. Adults and children may be less likely to be able to access services because of the increased travel time required to access the service (for example, because of work or school commitments, or the restrictions of public transport)

It is vitally important to give people of all ages equality of access to dental services. This will be achieved by exploring:

- Outreach and domiciliary care, as required and where possible;
- Dedicated patient appointments to connect with public transport from the north and south of Uist;
- Extended opening times to allow for appointments outside of working hours;
- Tailored patient travel arrangements for patients who fall within prescribed criteria – for example, frail older people.

### **2. Disability**

A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on that person's ability to carry out normal day to day activities.

#### **How will this group be affected?**

The proposed changes may affect the ability of disabled people with mobility challenges to access dental services.

It is vitally important to give disabled people equality of access to dental services. This will be achieved by exploring:

- Outreach and domiciliary care, as required and where possible;
- Dedicated patient appointments to connect with public transport from the north and south of Uist;
- Extended opening times to allow for appointments outside of working hours;
- Tailored patient travel arrangements for patients who fall within prescribed criteria – for example, disabled people.



### 3. Gender Reassignment

The process of transitioning from one gender to another.

**How will this group be affected?**

The proposed changes will not discriminate against people whose gender has been reassigned.

### 4. Marriage and Civil Partnership

Same-sex marriage has now been enshrined in legal statute, in England in March 2014 & in Scotland in December 2014 respectively. Therefore, both mixed-sex and same-sex couples can now marry in the eyes of the law, while respecting the freedom of religious bodies and celebrants not to perform these ceremonies. Couples in a civil partnership in England can now convert this into marriage in England, although this option is not yet available in Scotland. Civil partnership is not available to mixed-sex couples throughout the UK.

**How will this group be affected?**

The proposed changes will not impact on people who have entered into civil partnerships

### 5. Pregnancy and Maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. Under the terms of the 2010 Equality Act, action can now be taken in the civil courts when a person has suffered a disadvantage because of unfair treatment because of pregnancy, breastfeeding or having given birth.

**How will this group be affected?**

The proposed changes may affect the ability of pregnant women and new parents to access dental services, were they to have consequent mobility challenges (because of the physical strain of pregnancy or the care of young children).

It is vitally important to give people equality of access to dental services. This will be achieved by exploring:

- Outreach and domiciliary care, as required and where possible;
- Dedicated patient appointments to connect with public transport from the north and south of Uist;
- Extended opening times to allow for appointments outside of working hours;
- Tailored patient travel arrangements for patients who fall within prescribed criteria – for example, pregnant women.



## 6. Race

Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

**How will this group be affected?**

The proposed changes will not discriminate between people on the basis of race

## 7. Religion and Belief

Religion is the term given to a collection of cultural belief systems based on narratives, traditions and symbols that give meaning to life and instil a moral framework of conduct. Belief includes religious and philosophical beliefs including lack of belief (e.g. atheism). Generally, a belief should affect your life choices for it to be included in the definition.

**Does your proposal discriminate or disadvantage any religious or non-religious group?**

The proposed changes will not discriminate between people on the basis of religion or belief

## 8. Sex (Gender)

A man or a woman. (Male or female)

**Does your proposal discriminate between men and women, if so how and why?**

The proposed changes will not discriminate between people on the basis of sex.

## 9. Sexual Orientation

Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

**How will this group be affected?**

The proposed changes will not discriminate between people on the basis of sexual orientation

## 10. Negative Findings

If you have found negatives in the above assessments, how do you intend to deal with these, and why?

The IJB will undertake detailed work to explore how best to mitigate service access issues raised in respect of travel and distance to treatment centres. Examples of the strategies to address these issues are referred to above.



### Section 3 Human Rights

**It is unlawful for a public authority to act in a way which is incompatible with a European Convention of human Rights requirements.**

**There are 15 protected rights which public authorities must ensure that they comply with in their policies, services and practices. Those listed below are the ones which can directly be affected by Healthcare provision.**

- The right to life – protects your life, by law. The state is required to investigate suspicious deaths and deaths in custody.

**Does your proposal affect this right?**

The proposal does not contain proposals which affect an individual's right to life

- The prohibition of torture and inhuman treatment – you should never be tortured or treated in an inhuman or degrading way, no matter what the situation.

**Does your proposal affect this right?**

The proposal does not contain proposals which involve torture or inhuman treatment

- The right to liberty and freedom – you have the right to be free and the state can only imprison you with very good reason – for example, if you are convicted of a crime.

**Does your proposal affect this right?**

The proposal does not contain proposals which are likely to diminish an individual's right to liberty and freedom.

- The right to a fair trial and no punishment without law – you are innocent until proven guilty. If accused of a crime, you have the right to hear the evidence against you, in a court of law.

**Does this proposal affect this right?**

The proposal does not contain proposals which affect an individual's right to a fair trial and no punishment without law.

- Respect for privacy and family life and the right to marry - protects against unnecessary surveillance or intrusion into your life. You have the right to marry and raise a family.

**Does this proposal affect this right?**

The proposal does not contain proposals which diminish an individual's right to privacy. Indeed, it is focused on supporting the right to a family life.



COMHAIRLE NAN EILEAN SIAR

- Freedom of thought, religion and belief – you can believe what you like and practice your religion or beliefs, so long as this does not harm others.

**Does your proposal affect this right?**

The proposal does not contain proposals which affect an individual's right to free thought or freedom of religion

- No discrimination – everyone's rights are equal. You should not be treated unfairly – because, for example, of your gender, race, sexuality, religion or age.

**Does your proposal affect this right?**

The proposal does not contain proposals which are discriminatory

**Ron Culley**  
**Chief Officer, Health and Social Care**  
**CÙRAM IS SLÀINTE**

December 2016