

Equality Impact Assessment Tool: Policy, Strategy and Plans

(Please follow the EQIA guidance in completing this form)

1. Name of Strategy, Policy or Plan

Self Harm Awareness and Skills Training (NHS Wide) Mental Health Service

Please tick box to indicate if this is: Current Policy, Strategy or Plan New Policy, Strategy or Plan

2. Brief Description – Purpose of the policy; Changes and outcomes; services or activities affected

NHSGGC Health Improvement staff and partners from Choose Life have delivered a similar model of Self Harm Training over a number of years. This training was developed by the Choose Life team in Renfrewshire circa 2006 and has historically been delivered by colleagues in Renfrewshire, West Dumbarton, Glasgow City and Inverclyde. The training has been reviewed and now being standardised to ensure a consistent model of delivery across the NHS Board area. The group leading and responsible for the delivery of this training are multi sectoral with representatives from **Renfrewshire, Glasgow City South Sector, Inverclyde, West Dumbarton and University of West of Scotland, including Voluntary Sector representation from RAMH (RAMH hosted Choose Life Renfrewshire when training was developed)**. The Self Harm Awareness & Skills is a training resource that seeks to standardise understanding of and responses to self harm as a coping strategy. It has been informed by a wide range of existing work on self harm from services supporting people who self harm, research teams and those with lived experience of self harm. The training recognises self harm as a coping strategy, a response to distress and a means to keep living. It makes the distinction therefore between suicide and self harm whilst recognising that there are links between the two. The training seeks to ensure that anyone disclosing self harm as a coping strategy and/or seeking support is able to access appropriate and safe responses from staff across a range of sectors. This requires a level of confidence and understanding among staff groups and the training is an attempt to address this. In order to standardise responses and understanding of self harm it is vital that the training reaches a wide range of staff and service providers across both statutory and voluntary sectors across all CHP/CHCP's in NHS Greater Glasgow and Clyde. The main purpose of the training therefore is to ensure a consistent model of training is available for all staff that may come into contact with people who use self harm as a coping mechanism.

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3 Lead Reviewer

Heather Sloan Health Improvement Senior (Mental Health)

4. Please list all participants in carrying out this EQIA:

Allison Murray Health Improvement Practitioner Glasgow CHP South Sector, Heather Sloan Health Improvement Senior (Mental Health) NHS GGC , Rose Stewart Health Improvement Senior (Mental Health) West Dumbarton, Rosemary Mullen Choose Life Coordinator, Renfrewshire, Brian Young Mental Health Lead, Inverclyde. Richard Leckerman University West Scotland (UWS), Penny Stenhouse Shared Strengths Community Member, Eileen McCafferty NHS GGC Adolescent Self Harm Service, Lisa Aitken Choose life Renfrewshire. Austyn Snowdon UWS, Matthew Smith RAMH
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5. Impact Assessment

A Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality

In line with GGC 's policy, this Document is underpinned with a statement to eliminate and mitigate effects and impact of discrimination on all protected characteristics as outlined in the Equality Act 2010.

According to research, the majority of people who self harm are young women, although the percentage of young men seems to be on the increase. Self-harming behaviour is also significant among minority groups discriminated against by society. Someone who has mental health problems is more likely to self-harm. So are those who are dependent on drugs or alcohol, or who are faced with a number of major life problems, such as being homeless, a single parent, in financial difficulty or otherwise living in stressful circumstances. Studies in Glasgow, Edinburgh and Northern Ireland all indicate a higher prevalence of self-harming behaviours among both young and adult lesbian, gay, bisexual and transgender (LGBT) people.(Myers et al, 2005) In addition Asian women aged between 15-35 years are 2 or 3 three times more likely to self-harm (NHS Scotland, 2007) The training explicitly promotes equality and anti discrimination in accordance with the Equality Act 2010, meaning that we cannot unlawfully discriminate against people because of their sex, race, disability, religion or belief and sexual orientation.

The Scottish Government made a commitment in Towards a Mentally Flourishing Scotland: Policy and Action Plan 2009-11(TAMFS) to improve the knowledge and understanding of self-harm in Scotland and to prepare an appropriate response. The new Mental Health Strategy for Scotland: 2012-2015 is the successor to TAMFS. The self harm and awareness training has its ethos strongly based around the principles of TAMFS, Mental Health Strategy for Scotland: 2012-2015 and the Equality Act 2010.

B What is known about the issues for different equalities groups in relation to the services or activities affected by the policy?

		Source
All	Ensuring equality and anti discrimination in accordance with the Equality Act 2010, meaning that staff cannot unlawfully discriminate against someone because of their sex, race, disability, religion or belief and sexual orientation.	Equality Act 2010 TAMFS 2009-2011 Mental Health Strategy for Scotland: 2012-2015
Sex	Ensuring that there is no discrimination in how a participant is supported in terms of their gender.	Equality Act 2010
Gender Reassignment	It is recognised that there maybe participants and or trainers who may have had a gender reassignment. No one will be discriminated against or be forced to disclose.	Equality Act 2010
Race	The training pack takes account of the diverse range of faith and cultural groups within communities. In case of multi-ethnic and cultural issues these will be discussed sensitively with all who are affected within the training setting. Trainers will have resources to help them deliver this support in a positive way. Translated materials will also be made available in a range of formats.(Comprehensive list of resources and support listed within the training)	Equality Act 2010,

Disability	Various support mechanisms are in place to ensure venues and materials are accessible according to need. The challenge is finding creative ways to communicate when words are sometimes not appropriate. A range of practical examples are listed in the resource section of the Training framework. If left unsupported, self harm issues can impact significantly on health and wellbeing of both staff delivering and those affected by self harm issues outcomes.	Equality Act 2010,
Sexual Orientation	It is known that LGBT people suffer significant stigma and have a higher prevalence of self harm behaviours. Staff will be supported to deliver self harm support in a sensitive way to ensure no-one is discriminated due to their sexual orientation	Equality Act 2010
Religion and Belief	Trainers and participants have a duty to take account of the diverse range of faith and cultural groups within training sessions. Staff will have resources to help them offer and seek support in a positive way.	Equality Act 2010
Age	The training is aimed at adults of all ages and will particularly ensure that training is offered to a range of staff working with a wide range of age groups from working with children and young people, adults and older adults.	Equality Act 2010
Pregnancy and Maternity	Possibility participant could have pregnancy or maternity related self harm issues. The participant / staff member will not be discriminated against due to pregnancy or maternity related issues.	Equality Act 2010
Marriage and Civil Partnership	Trainers will have an awareness of the range of diverse household circumstances including same sex parents and or caregivers and no one will be discriminated as a result of their household circumstances.	Equality Act 2010

Social and Economic Status	The demographic profiles of Greater Glasgow and Clyde show that there are a large number of areas of high socio-economic deprivation. However It has to be recognised self harm is not only related to social and economic status and indeed it spans across all social class structures. Underlying issues, function of self harm & cycle of self injury will be discussed throughout the training. No one will be discriminated against due to their social and economic status. Training will be free at the point of delivery.	Equality Act 2010	
C Do you expect the policy to have any positive impact on equalities or on different equalities groups?			
	Highly Likely	Probable	Possible
General	We are aware of staff support needs during delivery of training in terms of disclosure or there maybe a personal issue around self harm for teaching staff. Need to ensure staff dealing with self harm training both at a professional and personal level are supported.		
Sex	All treated equally ensuring that there is no discrimination in how someone is supported in terms of their gender.		

Gender Reassignment			Possibility that participants may have gone through gender reassignment, but the training doesn't explicitly address this other than staff being sensitive to personal circumstances and household composition.
Race	Greater Glasgow and Clyde have a wide range of areas which have diverse multi cultural communities. This is factored into the training programme to support additional support needs.		
Disability	Training delivery takes account of Additional Support for learning which includes a wide range of disability. Sensitivity will be paramount if a disclosure is made and appropriate support offered.		
Sexual Orientation		Same sex relationships of participants, trainers or, caregivers are likely. This will have no bearing on training and no one will be discriminated against due to	

		their sexual orientation.	
Religion and Belief	Training will be sensitive to cultural diversity. Sensitivity will be paramount if a disclosure is made and appropriate support offered.		
Age	Age appropriateness is a key element of the training and training is designed for adults/staff who may be supporting people from a range of different age groups from children and young people to adults and older adults who may self harm		
Marriage and Civil Partnership			Training doesn't directly address this but as outlined above, staff will be sensitive and not discriminate on the basis of household composition.
Pregnancy and Maternity			Possibility a participant or member of teaching staff delivering training could have a maternity or pregnancy issue. This will be dealt with sensitively within the training.
Social and Economic Status	A proportion of staff undertaking training will work in communities in areas of high deprivation. The training will ensure that the wellbeing of all is paramount regardless of		

	social and economic status. Training will be free at point of delivery to ensure it is accessible for staff.		
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D Do you expect the policy to have any negative impact on equalities or on different equalities groups?			
	Highly Likely	Probable	Possible
General	No	No	No
Sex	No	No	No
Gender Reassignment	No	No	No
Race	No	No	No
Disability	No	No	

			No
Sexual Orientation	No	No	No
Religion and Belief	No	No	No
Age	No	No	No
Marriage and Civil Partnership	No	No	No
Pregnancy and Maternity	No	No	No
Social and Economic Status	No	No	No

E Actions to be taken			
			Responsibility and Timescale
E1 Changes to policy	It is envisaged that all equality issues have been addressed, but in the event of any underlying issue which causes a negative impact on Participants' this will be addressed as soon as any potential issue has been identified		Self Harm Training Group
E2 action to compensate for identified negative impact	No identified negative impact foreseen		
E3 Further monitoring – potential positive or negative impact	Will be piloted with staff and feedback will inform any future changes. The training toolkit will have ongoing monitoring and any significant issues will be addressed. Accreditation is being sought through University West of Scotland and rigorous monitoring will be factored into this.		As above
E4 Further information required			

6. Review: Review date for policy / strategy / plan and any planned EQIA of services

December 2013
