

Equality Impact Assessment Tool: Policy, Strategy and Plans

(Please follow the EQIA guidance in completing this form)

1. Name of Strategy, Policy or Plan

NHS Greater Glasgow & Clyde Volunteering Policy

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

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

The Volunteering Policy formally acknowledges and supports the role of volunteers by setting out the principles governing their involvement and the procedures in place to maximise the benefit of their role. The policy defines what we mean by a volunteer in terms of roles, rights and responsibilities and sets out to encourage and enable the involvement of volunteers from diverse backgrounds.

3. Lead Reviewer

Margaret Young

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

Margaret Young Services Manager, Corporate Lead Volunteering
All members of GGC Network Group for Volunteering (which has representation from all sectors of the organisation)
Acute Services, Mental Health Services, Patient Information Centres, Health Improvement, CH(c) P's, Heads of Planning,
Head of Policy, Quality Department.
Irene McGugan -Child Protection Advisor
Anne Hislop, IIV Assessor, Volunteer Scotland.

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 | | |
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| Yes – the references the Equality Act 2010 and need to comply with the General and Specific Duties. The policy contextualises this by promoting access to volunteering opportunities from across the diverse population of NHS Greater Glasgow and Clyde and by making reasonable adjustments to ensure people from protected characteristic groups can meet their volunteering aspirations. | | |
| B What is known about the issues for people with protected characteristics in relation to the services or activities affected by the policy? | | |
| | | Source |
| All | There may be perceived or real barriers for many protected characteristic groups entering and benefiting from a volunteering role. There are real, tangible benefits in becoming a volunteer for those made most vulnerable in our community. Volunteering helps people to help others and develop independence and become the givers rather than receivers of care. Volunteering supports people to become active participants rather than being excluded from opportunities. | CSV |
| Sex | Research suggests women are marginally more likely to volunteer than men. Social factors may influence the likelihood of men and women participating including socio/economic status. However, in Glasgow City men and women are equally likely to volunteer, though volunteering rates in Glasgow are 6% under the national average. | Institute for Volunteering Research Scottish Household Survey (2012) |

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| | | Volunteer Scotland |
| Gender Reassignment | There is no research into the volunteering behaviour of transgender people. However it is likely that trans people will be more selective in the types of volunteering activities available to them due to increased risk of discrimination. | |
| Race | BME people are marginally less likely to volunteer than non-BME people. Research suggests this may have less to do with Race and more to do with the limiting financial restrictions many BME people experience. | Institute for Volunteering Research |
| Disability | Disable people are marginally less likely to volunteer then non-disabled people. Some disabled people may be deterred from volunteering by limited opportunities or the lack of reasonable adjustment to facilitate participation. | Institute for Volunteering Research |
| Sexual Orientation | There is limited research on the volunteering patterns of LGB people. However it is likely that the same barriers that exist for the wider LGB workforce will reflect the experiences of LGB volunteers. | |
| Religion and Belief | Some faith groups may be more likely to take on volunteering roles than others though most UK research focuses on the volunteering role of Christians. Evidence suggests that people who are 'active' in their faith are more likely to volunteer than people of no religion. | Helping Out Report (2007) |
| Age | People aged between 35-44 and 55-64 are more likely to volunteer than other age groups. | Scottish Household Survey (2012) |
| Pregnancy and Maternity | No research could be found. | |

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| Marriage and Civil Partnership | No research could be found. | | | |
| Social and Economic Status Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders) | There is s relationship between volunteering and socio/economic status with fewer people from lower socio/economic status volunteering. | | | Scottish Household Survey (2012) |
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| C Do you expect the policy to have any positive impact on people with protected characteristics? | | | | |
| | Highly Likely | Probable | Possible | |
| General | The policy will support people with protected characteristics participate in volunteering opportunities with NHSGGC. Compliance with the Equality Act (20110) will be evidenced | | | |

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| | within all aspects of the NHSGGC Volunteering programme. | | |
| Sex | | | The Policy will support the matching of volunteering opportunities to people's personal circumstances including childcare arrangements. The Policy will support equality of opportunity in volunteering – review of participation by gender will support additional promotion to either men or women depending on their participation levels. |
| Gender Reassignment | | | The Policy has been reviewed by NHSGGC's Health Reference Group which includes representation from the trans community. While there will be no explicit provision for trans people (as part of the broader mainstreaming approach) volunteering opportunities will recognise the contribution all protected characteristic groups can make. To this end trans people will be encouraged to take up volunteering opportunities and will be supported throughout their time with us. |

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| Race | | | The policy has made provision to review participation in volunteering opportunities by the protected characteristic of Race. Specific measures will be taken to promote opportunities within BME communities to ensure appropriate representation of our diverse communities and remove any barriers to participation. |
| Disability | | | The policy makes provision to put in place any reasonable adjustments to match the volunteer's potential with the right volunteering opportunity. NHSGGC works closely with a range of partners to ensure people are given equal opportunities to participate and meet their potential in any role. |
| Sexual Orientation | | | The policy has made provision to review participation in volunteering opportunities by protected characteristics. A review of the sexual orientation of volunteers will allow analysis of participation and lead to increase promotion within LGB communities if required. NHSGGC is a Stonewall Scotland Diversity Champion and will actively support the inclusion of LGB in any role available. |

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| Religion and Belief | | | The policy has made provision to review participation in volunteering opportunities by the protected characteristic of Religion and Belief. Specific measures will be taken to promote opportunities within faith communities to ensure appropriate representation of our diverse communities and remove any barriers to participation. |
| Age | | | The policy has made provision to review participation in volunteering opportunities by the protected characteristic of Age. Specific measures will be taken to promote opportunities across age groups to support appropriate representation of our diverse communities and remove any barriers to participation. |
| Marriage and Civil Partnership | | | The policy does not explicitly promote volunteering opportunities on the grounds of marriage or civil partnership. However, within the overall context of an inequality sensitive volunteering programme there are no anticipated barriers to inclusion due to the protected characteristic of Marriage and Civil Partnership. |

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| Pregnancy and Maternity | N/A | N/A | The policy does not explicitly promote volunteering opportunities on the grounds of pregnancy or maternity. However, within the overall context of an inequality sensitive volunteering programme there are no anticipated barriers to inclusion due to the protected characteristic of Pregnancy and Maternity. |
| Social and Economic Status | | | Provision has been made in the Policy to ensure people have their volunteering expenses covered. There will be no financial expectation or detriment to volunteers and review of volunteer SIMD data will allow for investigation of any possible barriers to participation due to experience of poverty. |
| Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders) | | | NHSGGC will work closely with a number of external agencies to ensure maximum opportunities are available to people who may experience marginalisation due to social circumstances or non-protected social characteristics. |

D Do you expect the policy to have any negative impact on people with protected characteristics?

| | Highly Likely | Probable | Possible |
|----------------------------|----------------------|-----------------|-----------------|
| General | N/A | N/A | N/A |
| Sex | N/A | N/A | N/A |
| Gender Reassignment | N/A | N/A | N/A |
| Race | N/A | N/A | N/A |
| Disability | N/A | N/A | N/A |
| Sexual Orientation | N/A | N/A | N/A |
| Religion and Belief | N/A | N/A | N/A |

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| | | | |
| Age | N/A | N/A | N/A |
| Marriage and Civil Partnership | N/A | N/A | N/A |
| Pregnancy and Maternity | N/A | N/A | N/A |
| Social and Economic Status | N/A | N/A | N/A |
| Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex- | N/A | N/A | N/A |

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| offenders | | | |
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| E Actions to be taken | | |
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| | NO ACTIONS IDENTIFIED | Responsibility and Timescale |
| E1 Changes to policy | | |
| E2 action to compensate for identified negative impact | | |
| E3 Further monitoring – potential positive or negative impact | | |
| E4 Further information required | | |

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

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Lead Reviewer: Name: Margaret Young
Sign Off: Job Title Services Manager, Corporate Lead/Volunteering
Signature *Margaret Young*
Date: 17th February 2014

Please email copy of the completed EQIA form to EQIA1@ggc.scot.nhs.uk

Or send hard copy to:

Corporate Inequalities Team, NHS Greater Glasgow and Clyde, JB Russell House, Gartnavel Royal Hospital, 1055 Great Western Road, Glasgow, G12 0XH