

NHS National Services Scotland Equality and Fairer Duty Impact Assessment Healthcare Associated Infection Surveillance and Epidemiology (HCAISE)– ARHAI SCOTLAND PRIORITY PROGRAMME 2025/2026

This document sets out the questions that you need to consider when carrying out an impact assessment. As a public body in Scotland, we need to fulfil the following to meet the Equality Act 2010 Section 149 of the Public Sector Equality Duty. Please do not include any personal identifiable data in the document.

A public authority must, in the exercise of its functions, have due regard to the need to:

1. eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
2. advance equality of opportunity with persons who share a relevant protected characteristics and those who do not.
3. Foster good relations between those who share a relevant protected characteristic and those who do not.

Please read the staff guide before completing and speak to your SBU lead who can provide guidance <https://www.nhsnational-hr.scot.nhs.uk/policy-process-and-terms-and-conditions/equality-and-diversity/94174> to find out more check out the link to the Equality and Human Rights Commission here: <https://www.equalityhumanrights.com/en/corporate-reporting/public-sector-equality-duty>



Chair
Chief Executive

Keith Redpath
Mary Morgan

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1. What is the aim of the policy/ service redesign/project/programme that you are impact assessing?

To lead on the development and provision of epidemiological data and intelligence to reduce healthcare associated infection by doing the following:

1. To be leaders in the development, provision and publication of national epidemiological data, intelligence and expertise enabling the development of national guidance, policy decisions and quality improvement tools.
2. To provide epidemiological expertise to local and national outbreak and incident investigations.
3. To provide epidemiological leadership to support IPC in Scotland.

2. What data is available to you? for example workforce data; patient data;

Patient level data to allow national surveillance and reporting of HCAI to monitor trends in incidence rates, mortality, origin, recurrence, sex, age, deprivation scores, antimicrobial resistance and monitoring geographical distribution. All patient identifiable information (PII) used to support these surveillance programmes are collected and stored in accordance with legislation. The weekly, quarterly and annual surveillance reporting complies with the UK Statistics Authority's Code of Practice which promotes the production and dissemination of official statistics that inform decision making.

All publications written for members of the public have been through the plain English process. These are also available on request for braille and large print. Our website content follows accessibility guidelines and we aim to make all of our materials available in accessible formats.

3. Who will be impacted on?

All NHSScotland staff including ARHAI staff within NSS

All stakeholders e.g. NES, HFS, Scottish Government, HIS, SAPG, PHS etc.

Health and social care staff e.g. care staff in care homes

Patients and members of the public.

4. Age

Age covers the age spectrum from younger to older people

- ☒ there is no unintended impact on Age and a positive impact is intended
- ☐ there is potential indirect impact on Age
- ☐ The impact is unclear and further work will be carried out to scope the impact on Age

5. Disability

Disability is defined in the Act You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

- ☒ there is no unintended impact on disability, and a positive impact is intended
- ☐ there is potential differential impact on disabled people
- ☐ there is a potential indirect impact on disabled people
- ☐ the impact is unclear and further work is needed to scope the impact on disabled people

6. Marriage and Civil Partnerships

In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex. People do not have this characteristic if they are: single; living with someone as a couple neither married nor civil partners; engaged to be married but not married.

- ☒ there is no unintended impact on marriage and civil partnerships and a positive impact is intended
- ☐ there is potential indirect impact on marriage and civil partnerships
- ☐ the impact is unclear and further work is needed to scope the impact

7. Pregnancy and maternity

Discrimination which is against the Equality Act is unlawful. Pregnancy and maternity discrimination is when a person is treated unfairly because they are pregnant, breastfeeding or because they have recently given birth.

- ☒ there is no unintended impact on pregnancy and maternity and the impact intended is positive
- ☐ there is potential indirect impact on pregnancy and maternity
- ☐ the impact is unclear and further work is required to scope the impact

8. Sex

In the Equality Act, the protected characteristic of sex refers to men and women. There is currently no recognition of non-binary identities in the Equality Act. Under the Equality Act, sex discrimination applies at all ages and therefore covers girls and boys, as well as men and women.

- ☒ there is no unintended impact on sex and the impact intended is positive
- ☐ there is potential indirect impact on sex
 - ☐ the impact on sex is unclear and further work is needed to scope the impact



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8. Sexual orientation

The Equality Act 2010 says you must not be discriminated against because: you are heterosexual, gay, lesbian or bisexual someone thinks you have a particular sexual orientation (this is known as discrimination by perception)

- ☒ there is no unintended impact on sexual orientation and the impact intended is positive
- ☐ there is potential indirect impact on sexual orientation
- ☐ the impact on sexual orientation is unclear and further work is needed to scope the impact

10. Religion/faith

In law they will look at whether something has a clear structure and belief system to decide if it's a religion under the law. The Equality Act protects you against discrimination because of your religious beliefs. Religious belief means the belief in a religion's central articles of faith

- ☒ there is no unintended impact on religion/faith and the intended impact is positive
- ☐ there is potential indirect impact on religion/faith
- ☐ the impact on religion/faith is unclear and further work is needed to scope the impact

11. Race

The Equality Act 2010 says you must not be discriminated against because of your race. In the Equality Act, race can mean your colour, or your nationality (including your citizenship). It can also mean your ethnic or national origins, which may not be the same as your current nationality.

- ☒ there is no unintended impact on race and the intended impact is positive
- ☐ there is potential indirect impact on race
- ☐ the impact on race is unclear and further work is needed to scope the impact

12. Gender reassignment

Gender reassignment is defined as someone who is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning his or her sex by changing physiological or other attributes of sex. It is not necessary for the individual to be under medical supervision or undergoing surgery

- ☒ there is no unintended impact on gender reassignment, and the intended impact is positive
- ☐ there is potential indirect impact on gender reassignment
- ☐ the impact on gender reassignment is unclear and further work is needed to scope the impact

13. The fairer Scotland Duty requires us to consider the impact on socio economic status <https://www.gov.scot/publications/fairer-scotland-duty-interim-guidance-public-bodies/pages/2/>

It places a legal responsibility on particular public bodies in Scotland to actively consider ('pay due regard' to) how they can reduce inequalities of outcome caused by socio-economic disadvantage, when making strategic decisions. Please provide evidence to show how you have considered the fairer Scotland duty.



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Healthcare associated Infection outcomes in deprivation groups are described and used to highlight any disparities in outcomes.

14. Thinking about the wider determinants of health inequalities please provide evidence to show that you considered the impact on the following people.

<http://www.equalityevidence.scot/>

Homeless people, Gypsy Travellers, Drug and alcohol dependency, Asylum seekers and Refugees

N/A

15. Details of mitigating action plan and further work to be carried out (Specific Measurable Achievable Report on progress Timescales)

The mandatory national surveillance programme will consider the impact on the following to ensure equality principles are implemented.

- Drug dependency: There is potential indirect impact on drug dependency as people who inject drugs are highlighted as risk factor of infection in part of our mandatory surveillance.
- Gypsy travellers: There are no negative or differential impacts intended related to Gypsy Travellers.
- Homeless people: There are no negative or differential impacts intended related to Homeless people.
- Asylum seekers and refugees: There are no negative or differential impacts intended related to asylum seekers and refugees.

16. Who will be responsible for monitoring the impact assessment

Jocelyn Stewart, Project Manager, Healthcare Associated Infection Surveillance and Epidemiology (HCAISE)

17. Who will be responsible for the review of the impact assessment

Shona Cairns, Healthcare Associated Infection Surveillance and Epidemiology (HCAISE) Consultant

Fiona Murdoch, Healthcare Associated Infection Surveillance and Epidemiology (HCAISE) Programme lead



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18. Where will the impact assessment be published (this can be a summary document of the findings and outcomes of the impact assessment. the impact assessment is a public document)

Via Strategic Business Unit lead.

19. Please describe the governance route for the impact assessment

Governance via ARHAI Scotland Oversight & Advisory Group (O&A) meeting.

20. Who is the senior responsible person for the equality impact assessment and any subsequent review?

Shona Cairns, Healthcare Associated Infection Surveillance and Epidemiology (HCAISE) Consultant

21. This impact assessment was carried out (please provide the timescales)

April 2025 to March 2026.