Tackling Inequality
Community Impacts Checklist

The Highland Community Planning Partnership works together to reduce inequalities in Highland.

We will consult on and publish a number of plans that aim to tackle inequalities and address disadvantage in local areas.

This checklist can be used by local partnerships to help ensure that their plans and activities are helping to tackle inequalities.

Key points to consider when using this checklist

**Equality:** The partnership considers the needs of the Public Sector Equality Duty in relation to equality groups (age, disability, gender identity, pregnancy and maternity, marriage and civil partnership, race, religion or belief, sex, sexual orientation) to:
- Identify and prevent unlawful discrimination
- Advance equality; meet the needs of particular groups and remove disadvantage
- Tackle prejudice and promote understanding
And promote human rights, particularly for groups that experience poorer outcomes.

**Poverty and rural communities:** Consider groups at risk of being affected by poverty. Poverty covers low income, but also social exclusion, poor housing, etc. Consider:
- Pockets – household resources (income and outgoings)
- Prospects – access to support and services, such work, learning opportunities or transport
- Places – specific locations identified through analysis of data, such as the Scottish Index of Multiple Deprivation or rural and remote areas.

**Health and Wellbeing:** A range of factors can influence people’s health and wellbeing and limit their choices. Consider:
- Key risk factors for poorer health outcomes
- How different life circumstances affect people’s health and wellbeing.
- Opportunities for targeted and preventative interventions to improve health

Assessing community impact helps us to:
- Take effective action to advance equality and tackle inequalities
- Develop better policies and practices, based on evidence
- Be more transparent and accountable
- Support and protect the communities we work with

Further support is available to help assess the impact of your plans and activities on tackling inequality. Contact either the partnership public health representative or the equality lead in your organisation.
Partnerships can use this checklist to consider how to tackle inequality across the following themes.

1. **Equality: meeting diverse needs of people and communities**
2. **Resilient places and communities**
3. **Supporting wellbeing and health**

### Equality: Meeting diverse needs
Does the plan demonstrate we will:
- Be sensitive, flexible and responsive in meeting the diverse needs and rights of individuals and groups protected under the Equality Act 2010?
- Remove barriers, both physical and attitudinal, to opportunities and services, making them easier to access so people get the type of support they need?
- Evidence participation of people from under-represented groups in public and community life?
- Challenge harmful prejudice, stigma and discrimination?

### Resilient places & communities
Does the plan demonstrate we will:
- Enhance the social and physical environment where children and adults live, work, study and play?
- Ensure people have information and support to access opportunities and services that may improve their life circumstances and reduce poverty – e.g. money advice, employment support?
- Empower communities to identify and use existing assets for the good of their community: skills, knowledge, resources and networks?
- Target services and support in ways that reach those most in need?

### Supporting wellbeing and health
Does the plan demonstrate we will:
- Consider the range of social, economic and environmental factors that impact on health and wellbeing?
- Develop skills and resources to enable people to improve their own health and wellbeing?
- Ensure staff and individuals are aware of key risk factors for poorer health outcomes?
- Advocate preventative health interventions for local populations?
- Support targeted approaches that will address inequality?

Across these themes we should:
- Work in partnership across sectors and with communities to plan and deliver services
- Develop the capacity and skills of our staff and communities to work together and take an inclusive approach
- Encourage communities to identify local issues and participate in developing solutions
- Support people when they are vulnerable, and encourage local connections and supportive networks
- Ensure people in Highland are treated fairly, with dignity and respect