

# 1. Rapid Impact Checklist

NHS Shetland

## An Equality and Diversity Impact Assessment Tool: Social Media Policy

Which groups of the population do you think will be affected by this proposal? **Staff**

**Other groups:**

- Minority ethnic people (incl. Gypsy/travellers, refugees & asylum seekers)
- Women and men
- People with mental health problems
- People in religious/faith groups
- Older people, children and young people
- People of low income
- Homeless people
- Disabled people
- People involved in criminal justice system
- Staff
- Lesbian, gay, bisexual and transgender people

N.B The word proposal is used below as shorthand for any policy, procedure, strategy or proposal that might be assessed

What positive and negative impacts do you think there may be?

Which groups will be affected by these impacts?

**What impact will the proposal have on lifestyles?**

For example, will the changes affect:

- Diet and nutrition
- Exercise and physical activity
- Substance use: tobacco, alcohol and drugs?
- Risk taking behaviour?
- Education and learning or skills?

Social media can be a valuable tool in promoting a healthy lifestyle and for people to maintain connections with family, friends and colleagues. Greater mindfulness of the potential pitfalls of social media activity, whether for work purposes or in personal life, will help maximise the benefits of this tool and have a positive impact on lifestyle. The policy makes clear where to seek advice about actions if in doubt.

<p><b>Will the proposal have any impact on the social environment?</b>  Things that might be affected include:</p> <ul style="list-style-type: none"> <li>• Social status</li> <li>• Employment (paid or unpaid)</li> <li>• Social/Family support</li> <li>• Stress</li> <li>• Income</li> </ul>	<p>Disciplinary action arising from staff misuse of social media networks can have positive and negative impacts on the social environment.  Positive: it will limit the stress/distress some people experience due to misuse of social media.  Negative: in some cases disciplinary action arising from misuse may lead to loss of employment.</p>
<p><b>Will the proposal have any impact on the following?</b></p> <ul style="list-style-type: none"> <li>• Discrimination?</li> <li>• Equality of opportunity?</li> <li>• Relations between groups?</li> </ul>	<p>The policy extends to all staff, including sub-contractors and Scottish Government appointed Board Members. Appropriate use of social media will help reduce discrimination and improve relationships between groups.</p>
<p><b>Will the proposal have an impact on the physical environment?</b>  For example, will there be impacts on:</p> <ul style="list-style-type: none"> <li>• Living conditions?</li> <li>• Working conditions?</li> <li>• Pollution or climate change?</li> <li>• Accidental injuries or public safety?</li> <li>• Transmission of infectious disease?</li> </ul>	<p>N/A</p>
<p><b>Will the proposal affect access to and experience of services?</b>  For example,</p> <ul style="list-style-type: none"> <li>• Health care</li> <li>• Transport</li> <li>• Social services</li> <li>• Housing services</li> <li>• Education</li> </ul>	<p>It is hoped that the proposal will have a positive effect on people's experience of services by supporting enhanced communication routes between staff and the general public.</p>

Rapid Impact Checklist: Summary Sheet

**Positive Impacts (Note the groups affected)**

Staff  
Service users

**Negative Impacts (Note the groups affected)**

Additional Information and Evidence Required

Recommendations

**From the outcome of the RIC, have negative impacts been identified for race or other equality groups? Has a full EQIA process been recommended? If not, why not?**

No – full EQIA is not recommended as the policy is not anticipated to impact differentially across staff members.

