

Equality, Fairness and Rights Impact Assessment (EFRIA)

The Equality, Fairness and Rights Impact Assessment (EFRIA) is one of our specific duties to [assess the impact](#) of applying a new or revised policy or practice against the needs of the General Equality Duty. This means East Renfrewshire Council must be mindful when assessing impact against these needs to:

- ensure the policy does not discriminate unlawfully
- consider how the policy might better advance equality of opportunity
- consider whether the policy will affect good relations between different groups

The Fairer Scotland Duty 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 socioeconomic disadvantage, when making strategic decisions. The UN Convention of the Rights of the Child (UNCRC) is an international human rights treaty which sets out the rights every child has. The Scottish Government is currently seeking to incorporate the UNCRC into Scot's law

The Equality, Fairness and Rights Impact assessment considers how a policy* could impact on the needs of individuals protected by the [Public Sector Equality Duty](#), [the Fairer Scotland Duty](#) and the [UN Convention of the Rights of the Child](#).

Name of policy*:	East Renfrewshire Alcohol and Drug Plan
Description of policy:	The East Renfrewshire Alcohol and Drugs Partnership has prepared a strategic plan to reduce alcohol and drug related harms. The Plan covers the period 2023-26. There is a statutory requirement to consider equalities under the Equality and Human Rights Act. Given the relevance and impact of poverty and deprivation as well as a range of protected characteristics, in relation to alcohol and drug harms, these issues have also been considered in this integrated Equality, Fairness and Rights Impact Assessment (referenced hereafter as EFRIA).
Why is the policy required?	The findings of the assessment will be used to inform the implementation of actions in the delivery plan.
Date EFIRA completed:	4 March 2024
Completed by:	East Renfrewshire Alcohol and Drugs Partnership
Lead officer for policy:	Tracy Butler, Lead Planner (Recovery Services)
Department:	East Renfrewshire HSCP Recovery Services

*The term 'policy' covers any work or function of East Renfrewshire Council i.e. customer and service delivery, staffing, criteria, practices, proposals, activities and decision-making

Guidance – please read

Section 1

This section enables you to determine if a full assessment is required. If a full assessment is not required, this must be clearly stated in **Section 9** of the form.

Section **2-8** is the full assessment covering the sections listed below:

2	Engagement and Consultation Give details of how different groups have been consulted about the policy.
3	Impact on individuals or groups with protected characteristics How will the policy impact individuals or groups who fall under one of the nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation?
4	Impact on socio-economic disadvantage How will the policy impact individuals or groups disadvantaged by poverty, low income, homelessness or lack of or low-level educational qualifications?
5	Impact on Children and Young People How will the policy impact on the rights and needs of children and young people?
6	Contractors and suppliers Will the policy be delivered by any contractors or suppliers in full or partially?
7	Outcome of assessment and action plan What is your decision based on the assessment and are there any mitigations or actions that need to be addressed?
8	Approval Details of when and who approved the policy.

Section 9 should only be completed where the screening shows no assessment is required

When completing the assessment you must consider relevant evidence, including information received from equality groups. This evidence should inform the result of your impact assessment. You're required to take action to address any issues identified, such as removing or mitigating any negative impacts, where possible, and enhancing any potential for positive impact. If any adverse impact could result in unlawful discrimination, the policy must be fully reviewed and amended.

All impact assessments will be published on the Council website

1. Screening

This section should be completed to establish if a full assessment is required.

1.1 What is the nature of the work or activity?	
Select a category from below that explains the work or activity you are doing.	
<input checked="" type="checkbox"/> Policy or Strategy <input type="checkbox"/> Programme or Plan <input type="checkbox"/> Project delivery <input type="checkbox"/> Service or Function <input type="checkbox"/> Budget proposal <input type="checkbox"/> Other please state: Click or tap here to enter text.	Is this work or activity? <input type="checkbox"/> New <input checked="" type="checkbox"/> Change or review of existing <input type="checkbox"/> Other- Please state: Click or tap here to enter text.
1.2 What will happen as a result of this policy?	
What changes will come about for individuals and groups through this policy?- Select all that apply	
<input type="checkbox"/> Change to Council, Trust or HSCP charging arrangements (including introduction, removal, increase or decrease) <input type="checkbox"/> Change to how a service is delivered (including addition, change or removal of practices/procedures/processes) <input type="checkbox"/> Change to provision of services or staffing <input type="checkbox"/> Change to entitlement or eligibility for service delivery or welfare/benefit access	

√ Other. Please state: [Confirm strategic direction for reducing and preventing alcohol and drug harms which will guide implementation of new initiatives and existing services](#)

1.3 Is there any indication or evidence the policy will discriminate unlawfully; affect equality of opportunity for different groups or affect good relations between different groups?

Will any individuals be treated less fairly than others if this policy is implemented? This includes employees, residents, community groups and visitors to the area.

- Yes
√ No
 Don't Know

1.4 What groups of individuals are likely to be impacted by this policy?

Select which groups of individuals are likely to be impacted positively or negatively if this policy is implemented.

- √ The policy has potential to impact **individuals with protected characteristics***
√ The policy has potential to impact **socioeconomic disadvantage** for individuals**
√ The policy has potential to impact **children and young people up to the age of 18**
 The policy has no impact on individuals

***Protected Characteristics** are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

****Socio-economic disadvantage** is where an individual is disadvantaged by poverty, low income, homelessness or lack of or low-level educational qualifications

1.5 What individuals will be affected?

Tick all that apply

- East Renfrewshire Council employees
 Organisations or individuals carrying out a service on behalf of the Council
 Voluntary sector groups/organisations
 People living in a specific area of East Renfrewshire. Please state: [Click or tap here to enter text.](#)

- Everyone living in East Renfrewshire
- People working, studying or volunteering in East Renfrewshire
- Visitors to East Renfrewshire
- A group of people with a shared interest:
- Experiencing socioeconomic disadvantage (this includes low/no wealth, low income, area deprivation or material deprivation)
- Being in a particular age category
- Being from a black or minority ethnic group e.g. Gypsy/Travellers
- Speaking a language other than English
- Women/girls
- Identifying as Lesbian, Gay Bisexual or Transgender
- Belonging to a particular religion or belief
- Pregnant women or those on maternity/paternity leave
- Having a long term limiting health condition or disability
- Providing unpaid care for others
- Another group e.g. those experiencing homelessness, offenders/ex-offenders. Please detail: [Click or tap here to enter text.](#)
- Children and young people living in East Renfrewshire
- Children and young people using East Renfrewshire Council services
- Children and young people visiting East Renfrewshire
- None of the above

Review your answers above.

- If the policy has **no impact on individuals**, and you have selected 'no' to section 1.3, an impact assessment is not required. **GO TO SECTION 9**
- If the policy will have an impact on individuals and/or you have selected 'yes or don't know' to section 1.3, complete the full assessment. **GO TO SECTION 2**

2. Engagement and Consultation

This section will assess how the policy is being communicated to certain groups and how you have consulted them.

2.1 How have individuals (incl. children & young people) who might be affected by the policy been consulted or involved?

This can include a summary of findings from recent consultations, surveys, user research or customer testing that has been carried out. Include dates and information.

A wide range of groups have been involved in influencing and developing the strategy:

- Peer research studies on experience of services, community needs and priorities for improvement (peer research carried out by people with lived and living experience of alcohol and drug harm)
- Working with community led recovery group PARTNER and Lived Experience Panel on improvements to services and strategy priorities
- Service users of the Alcohol and drug recovery service
- The above groups include representation of ages, gender, people with long terms conditions
- People with experience of the justice system
- Frontline staff delivering services to people affected by alcohol and drugs, including third sector
- Strategic and delivery partners in the Alcohol and Drugs Partnership, including third sector

2.2 How will you communicate information about this policy to individuals who have: hearing and/or sight loss; English as an additional language; are digitally excluded; have literacy/numeracy barriers?

Think about how you will communicate information about the policy to the above individuals. This may include printed materials being accessible in other formats, e.g. Braille, easy to read, translated in other languages. More information can be found [here](#).

Published on East Renfrewshire Council Website; printed materials (including in other formats as required); an accessible summary version will be developed in partnership with lived experience groups; visits to relevant community groups to communicate the strategy in person.

Communication methods will include:

- Digitally via website and email.
- Printed copies will be distributed across East Renfrewshire, with one printed copy to be allocated to each library for public access.
- This document is also available in other languages and can be provided in alternative formats such as large print or braille. For further information, please email: listening@eastrenfrewshire.gov.uk

3. Impact on groups with protected characteristics

This section will assess if the policy has potential to impact individuals with protected characteristics. You should consider any evidence or information you have on how it will affect different groups of individuals, both positively and negatively.

Below is a suggested list of sources:

- Input from local Councillors
- Findings from engagement exercise and consultations.
- Information or feedback from groups of individuals, such as equality interest organisations or groups who speak on behalf of others
- National, regional or local statistics
- Analysis of enquiries or complaints from customers
- Recommendations from inspections or audits
- National or regional research to identify similar issues
- Comparisons with similar policies in other departments or authorities to identify similar issues

You may want to consider collecting new evidence that you don't have but think will be relevant. For example: setting up meetings or focus groups, carrying out user research.

3.1 Are there known inequalities within the policy?

For example: barriers to transport for some groups; opening hours and location, organisational pay, terms or conditions; how public information is provided?

The strategy is a high level document which seeks to ensure that all those who have harms and difficulties associated with alcohol and / or drug, including family members affected by their loved ones substance use, have access to the relevant support, treatment and care. The strategy sets out priorities for action that will then be implemented over the next three years, The strategy does not set out in detail how actions will be delivered and the implementation of key initiatives will include further impact assessment in terms of fairness and equalities. The strategy data analysis identifies where inequalities do, or may, exist and this will inform implementation approaches.

3.2 Use the table below to consider how the policy may impact on a particular group with protected characteristics through reviewing the evidence, experience and needs of this group

Characteristics/circumstances	Evidence, experience and needs- outline any data or research that shows how this group may be impacted (include sources)	Will the impact on this group be positive, neutral or negative and why?
Age	Approximately 95% of caseload is in 25+ age range. People with harmful drug use engaged in services are most likely aged 35+ and older drug users more likely to have co-morbidities (dual or multiple health issues). Source – EMIS	Positive – through promoting access to alcohol and drug recovery services and removing any barriers to access
Disability or long term health condition	People with harmful drug use are more likely to have co-morbidities (dual or multiple health issues) Source – EMIS	Positive - through promoting access to alcohol and drug recovery services and removing any barriers to access will reduce risk of harm to individuals who have both substance use challenges and other long term conditions
Race	The proportion of service users from BAME backgrounds is very low (approx. 1%) and lower than the proportion of BAME in the total population. Source – EMIS	Neutral – through the strategy, promotion of available services and support will be across all communities and population groups in East Renfrewshire
Sex	Referral trends over the last five years who that males make up majority of referrals. This may also indicate potential barriers for women accessing services. Source – EMIS	Neutral – alcohol and drug recovery services are available to all population groups. Service delivery is sensitive to gender issues such as whether women have dependent children
Gender reassignment	There is no data available at local level.	Neutral - through the strategy, promotion of available services and support will be across

		all communities and population groups in East Renfrewshire
Marriage/Civil Partnership (only applicable to Council employment policy)	n/a	n/a
Pregnancy / Maternity	There is no quantitative data on the numbers of pregnant women at risk of alcohol or drug harms local. Women may be under the care of the alcohol and drug recovery service during pregnancy and care is provided appropriately.	Positive – alcohol and drugs are harmful in pregnancy. The strategy will include promoting public health messages, and promoting services to all individuals who may needs alcohol and drug treatment or support, including pregnant women.
Religion / Belief	There is no data available at local level.	Neutral - through the strategy, promotion of available services and support will be across all communities and population groups in East Renfrewshire
Sexual orientation	There is no data available at local level.	Neutral - through the strategy, promotion of available services and support will be across all communities and population groups in East Renfrewshire
Providing unpaid care	National evidence shows that for every person who has harmful substance use, up to 11 family members or loved ones are affected by this. Some family members will be unpaid carers but it is known that many do not class themselves as carers and therefore do not seek support.	Positive – whole family support is a priority within the strategy, to reduce the harms

<p>Any other relevant groups e.g. unemployed people, people experiencing homelessness, care leavers, people involved in the criminal justice system, people with literacy/numeracy barriers, people living in rural communities.</p>	<p>Data analysed during the strategy development shows that people from disadvantaged areas / areas of deprivation have a higher likelihood of experiencing alcohol and drug related harms and alcohol and drug related hospital admissions are higher in areas of deprivation. However there are also a significant proportion of people engaged with alcohol and drugs services from non-deprived areas.</p> <p>People with experience of the criminal justice system are evidenced to be more at risk of drug related death and a high proportion of people in the justice system have difficulties with alcohol and / or drugs.</p>	<p>Positive - Pathways to treatment and recovery from the justice system are specifically prioritised in the strategy to improve outcomes for this group. In terms of deprivation and socio-economic inequality the strategy seeks to target services and initiatives to areas of greatest need as well as influence other East Renfrewshire plans and strategies including place based plans.</p>
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<p>3.3 In what ways, if any, would this policy help to eliminate discrimination or undermine it?</p> <p>Discrimination means treating individuals differently from others. For example, not recruiting someone as they are deemed too old/young; or a support group running on an upper floor with no lift access will discriminate against people with mobility issues or wheelchair users</p>
<p>Part of the plan will aim to reduce the stigma experienced by people who use alcohol and drugs – delivering services that ensure they feel respected, included and supported. Involving people with lived experience of alcohol and drugs issues in the design and delivery of services is a key action in the plan which will explore what works best for individuals and ensure their needs are met, taking into account of any relevant equalities characteristics of e.g. age, gender, ethnicity, long term health condition / disability.</p>

3.4 In what ways, if any, would this policy advance or undermine equality of opportunity?

This is when individuals from different backgrounds are treated fairly through providing an equal footing or level playfield to achieve outcomes. For example, children who have additional support needs are provided with teaching support to fully participate in the school curriculum or a deaf BSL user is provided with a BSL interpreter at health appointments.

The plan has a whole systems approach. In prevention / early intervention approaches a whole population approach will be taken ensuring the needs of different groups and communities are taken into account in the planning of prevention work. The plan will help promote that alcohol and drugs services are open to all who need support with harmful alcohol and drug use, including those who have harmful alcohol and drug use as well as family members and loved ones affected by this. Services can be accessed via self-referrals and referrals via other services such as GPs.

3.5 In what ways, if any, would this policy foster or undermine good relations between groups of individuals?

Consider aspects that may tackle prejudice or promote understanding between different groups. For example, ensuring new arrivals and refugees are given supports to integrate within local communities or an LGBTQI+ youth group provide training on LGBTQI+ experiences to a local faith group

Actions in the plan will work to reduce stigma experienced by people who have problematic alcohol and / or drug use and who may have other protected characteristics and promote good relations between these groups and others in the community. A key part of this approach will be working directly with communities of lived and living experience, including the East Renfrewshire Lived Experience Panel that has been set up and works directly with the Alcohol and Drugs Partnership.

4. Impact on socio-economic disadvantage

This section will assess how the policy may impact socio-economic disadvantage for individuals.

Socio-economic disadvantage is where an individual is disadvantaged by poverty, low income, homelessness or lack of or low-level educational qualifications. Socio-economic disadvantage can be experienced in both geographical communities and communities of interest i.e. a group that share a common characteristic or circumstance. In East Renfrewshire there are a number of communities, known as locality planning areas, where people are at greater risk of experiencing socio-economic disadvantage including,

- Barrhead – Dunterlie, East Arthurlie and Dovecothall
- Auchenback
- Neilston
- Thornliebank

Consider the policy itself and the way it will be implemented. How will this deliver different experiences for individuals in East Renfrewshire?

4.1 In the section below consider how the policy may impact socio-economic disadvantage through reviewing the evidence, experience and needs of this group

Characteristics/circumstances	Evidence, experience and needs- outline any data or research that shows how this group may be impacted (include sources)	Will the impact on this group be positive, neutral or negative and why?
Socio-economic	All services provision is provided across East Renfrewshire equally. The strategy has an East Renfrewshire-wide focus while including data analysis highlighting different trends and issues for the different geographic areas and areas of deprivation.	In terms of deprivation and socio-economic inequality the strategy seeks to target services and initiatives to areas of greatest need as well as influence other East Renfrewshire plans and strategies including place based plans that may target specific population groups affected by alcohol and drug harms.

4.2 Consider the impact outline in section 4.1, In what way would the policy alleviate or increase inequalities in socio-economic disadvantage?

Consider common inequalities such as poorer skills and attainment; lower paid and less secure work; greater chance of being a victim of crime; less chance of being treated with dignity and respect; lower healthy life expectancy; lower feeling of control over decisions that affect you.

The plan recognises the need to support housing, health and employability needs and rights of people with problematic alcohol / drug use, including those with additional criminal / community justice involvement. The plan recognises that holistic support to improve the socio-economic circumstance of people with harmful alcohol and / or drug use is key to recovery and improved quality of life.

4.3 What opportunities are there within this policy and the way it will be implemented to promote inclusion, participation, dignity and empowerment of people experiencing socio-economic disadvantage?

For example, a new health centre is being built and considers affordability of public transport options for residents.

The plan recognises the impact of problematic alcohol / drug use on overall quality of life. A range of actions will focus on reducing socio-economic disadvantage. Including: considering the particular needs of disadvantaged localities in work to prevent alcohol and drug related harm, through engaging with residents; providing holistic support to individuals using alcohol and drugs services through partnership working with housing, employability and money advice / rights to improve socio-economic circumstances. The development of the community hub for recovery will be situated within one of the highest areas of deprivation in the area, addressing specific needs within that area while supporting access from other parts of East Renfrewshire. In addition the implementation of the hub will be subject to a specific Equality Fairness and Right Assessment to ensure a positive impact on rights, inclusion, disadvantage and deprivation.

4.4 Is there anything in particular that will be done to address the multiple inequalities experienced by some people in Auchenback, Barrhead, Neilston and Thornliebank?

All alcohol and drugs services are provided across East Renfrewshire equally. As above, the development of the community hub for recovery will be situated within one of the highest areas of deprivation in the area, addressing specific needs within that area while supporting access from other parts of East Renfrewshire.

5. Impact on Children and Young People

This section must be completed if any potential impact on children and young individuals up to the age of 18 have been identified in sections 1-4.

5.1 Are there known impacts on children and young people within the subject matter of the policy?

For example, changes to out-of-school services, employment support for parents, play parks.

Yes

If there is no impact on children and young people GO TO SECTION 6

5.2 In the section below outline the UN Convention on the Rights of the Child (UNCRC) General principle that is relevant, the particular groups of children that will be affected and how this will impact them

Which [General Principles of UNCRC](#) are relevant to this policy/measure?

Tick all that apply

Article 2

Non-discrimination

Children should not be discriminated against in the enjoyment of their rights. No child should be discriminated against because of the situation or status of their parent/carer(s).

x

Which particular groups of children and young people are affected by this policy?

(e.g. young children, children with disabilities, children living in poverty, children in care, young people who offend).

Children and young people up to the age of 18 affected by family members' substance use

Children and young people up to the age of 18 affected by their own substance use

<p>Article 3 Best interests of the child Every decision and action taken relating to a child must be in their best interests. Governments must take all appropriate legislative and administrative measures to ensure that children have the protection and care necessary for their wellbeing - and that the institutions, services and facilities responsible for their care and protection conform with established standards.</p>	x	<p>Children and young people up to the age of 18 affected by family members' substance use Children and young people up to the age of 18 affected by their own substance use</p>
<p>Article 6 Life, survival and development Every child has a right to life and to develop to their full potential.</p>	x	<p>Children and young people up to the age of 18 affected by family members' substance use Children and young people up to the age of 18 affected by their own substance use</p>
<p>Article 12 Respect for the views of the child Every child has a right to express their views and have them given due weight in accordance with their age and maturity. Children should be provided with the opportunity to be heard, either directly or through a representative or appropriate body.</p>	x	<p>Children and young people up to the age of 18 affected by family members' substance use Children and young people up to the age of 18 affected by their own substance use</p>
<p>Which additional articles are relevant to this policy/measure? List all that apply</p> <p>N/A</p>		

In relation to the articles identified above, explain how the impact will be positive, negative or neutral.

Relevant identified Article of UNCRC	Impact category (Positive/Negative/Neutral)	Assessment of impact (including consideration of whether the policy might impact different groups of children and young people in any other way).
Article 2 Non-discrimination	Positive	The strategy outlines a commitment to support children and young people under the age of 18, who are affected by their own or family member’s substance use, with key services working in partnership to deliver support. The strategy complements similar aims in At Our Heart, the children and young people’s plan for East Renfrewshire.
Article 3 Best interests of the child	Positive	As above
Article 6 Life, survival and development	Positive	As above
Article 12 Respect for the views of the child	Positive	As above

5.3 What opportunities are there within this policy to advance or undermine the rights of children and young people?

Explain how the policy can strengthen or weaken the rights of children and young individuals

The strategy will promote and support partnership working in relation to holistic family support for families affected by alcohol and drugs, including children and young people affected. Supports to children and young people will mainly be provided by children and families social work services, and will have a focus on evaluating effectiveness and listening to the feedback from children and young people to ensure that their rights are respected.

Elements of prevention activity are provided by partners such as CLD services who provide positive opportunities for all young people engaged in their services and express their views and opinions on the services available to them. Services are targeted at those most in need.

The strategic priority regarding strengthening lived experience involvement includes people of all ages and listening and responding to the views of children and young people to respect and advance their rights will be integral to the approach.

5.4 What opportunities are there within this policy to protect and promote the wellbeing of children and young people?

For example promoting physical activity and healthy eating.

The strategic priorities set out include direct support to children and young people affected by family substance use will protect and promote their wellbeing.

6. Contractors and suppliers

6.1 Will the policy be carried out by contractors or suppliers?

This includes fully or partially. If yes, how will you incorporate equality expectations into the contract?

No

7. Outcome of assessment and action plan

You have completed sections 1-6 above and assessed the impact of the policy on individuals with protected characteristics, those experiencing socio-economic disadvantage and children and young people. The following section outlines your decision based on this assessment, mitigations and actions that can be taken to reduce any negative impacts.

7.1 Having assessed the impact of the policy under sections 3,4 and 5 select the most appropriate outcome

Which option below best describes your next steps?

- Continue the policy as is
- Adjust the policy
- Stop the policy

7.2 Are there any significant and relevant information gaps that have not been filled during the development of this policy and how do you plan to address these during the life of the policy?

There are no significant information gaps identified at the current time whoever there is an awareness that needs can change over time. Ongoing lived experience and community involvement throughout delivery of the plan will seek to ensure a continued understanding of the evolving community needs, taking account of different characteristics and population groups.

7.3 Briefly summarise how your evidence and assessment demonstrates any potential impacts, both positive and negative, on groups with protected characteristics from this policy?

The plan has a whole systems approach. In prevention / early intervention approaches a whole population approach will be taken ensuring the needs of different groups and communities are taken into account in the planning of prevention work. The plan will help promote that alcohol and drugs services are open to all who need support with harmful alcohol and drug use, including those who have harmful alcohol and drug use as well as family members and loved ones affected by this. Services can be accessed via self-referrals and referrals via other services such as GPs.

7.4 Briefly summarise how your evidence and assessment demonstrates any potential impact, both positive and negative, <u>on individuals and communities experiencing socio-economic disadvantage</u> from this policy?			
In terms of deprivation and socio-economic inequality the strategy seeks to target services and initiatives to areas of greatest need as well as influence other East Renfrewshire plans and strategies including place based plans that may target specific population groups affected by alcohol and drug harms.			
7.5 Briefly summarise how your evidence and assessment demonstrates any potential impacts, both positive and negative, <u>on the rights of children and young people</u> from this policy?			
The strategy outlines a commitment to support children and young people under the age of 18, who are affected by their own or family member’s substance use, with key services working in partnership to deliver support which will positively impact on the rights and outcomes for children and young people. The strategy complements similar aims in At Our Heart, the children and young people’s plan for East Renfrewshire.			
7.6 How long will this policy be in place and when is it scheduled for review?			
Is this a temporary or permanent change and are there plans to review the policy?			
The strategy will cover the period 2024-2027. Review work will begin in the second half of 2026.			
7.7 Based on the findings from this impact assessment, outline any mitigating actions that will reduce the impact caused by the policy on individuals, including children and young people. The actions should also outline the communication and implementation of the policy.			
Identified adverse impact	Mitigating actions	Timeline	Responsible person
N/A			

8. Approval

If the full impact assessment has been completed, complete below.

Name of policy:	East Renfrewshire Alcohol and Drugs Strategy
Date approved:	13 March 2024
Approved by: (Head of Service/Director level)	Tom Kelly, Head of Adult Services – Communities and Wellbeing
Department:	East Renfrewshire Health and Social Care Partnership