

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 Suicide Prevention Strategy and Action Plan 2024 - 2027
Description of policy:	<p>This strategy and action plan outlines the local need, collaboration and planning required across multi-disciplinary partners to create a suicide safe East Renfrewshire, free of stigma through awareness raising, education and community based partnership working.</p> <p>The strategy and action plan outlines local actions and priorities to improve the mental health and wellbeing of East Renfrewshire residents and communities and to tackle the inequalities which lead to discrimination, stigma and poor mental health and wellbeing.</p>
Why is the policy required?	<p>Following the launch of the national ten year suicide prevention strategy in Autumn 2022: Creating Hope Together all local authority areas across Scotland are required to have their own local strategy and plan addressing local need.</p> <p>This Strategy and action plan is integral to the HSCP's work to protect people from harm and improve wellbeing and aligns with the National Mental Health and Wellbeing Strategy, National Suicide Prevention Strategy and National Self-Harm strategy as well as many local plans such as the HSCP Strategic Plan, Children Plan etc. This plan will align the work and actions to support health and wellbeing activity across the area of East Renfrewshire with the aim of maximising wellbeing and reducing deaths by suicide.</p>
Date EFIRA completed:	5 March 2024
Completed by:	Claire Blair, Health Improvement Lead- Mental Health & Recovery
Lead officer for policy:	Claire Blair, Health Improvement Lead- Mental Health & Recovery
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 checked="" type="checkbox"/> New <input 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 <input checked="" type="checkbox"/> Other. Please state: Increased collaboration and partnership working to support East Renfrewshire suicide prevention agenda.	

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:
- 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.

Following the launch of “Creating Hope Together” in Autumn 2022, East Renfrewshire hosted two suicide prevention workshops in where 60 staff and partners from across East Renfrewshire engaged in local consultation on both the new national strategy and local priorities / need in relation to mental health and wellbeing and suicide prevention.

The two workshops provided an opportunity for protected learning on suicide awareness and the opportunity to discuss suicide prevention in a safe space. Delegates attended from a variety of departments and roles some of which included: social work, mental health services, education, nursing, police as well as staff from partner organisations such as Carers Centre, RAMH and VAER. Local lived experience members also attended.

The workshops were facilitated by HSCP Recovery Services, Health Improvement Lead with training input from Scottish Association for Mental Health (SAMH). The workshops evaluated well, with positive feedback from staff specifically on the opportunity for face-to-face networking and training opportunity. From the local consultation events the following priority areas were identified, all of which are included in Strategy and action plan.

- 1.) Education / Training Provision (Collaborative approach)
- 2.) Improved communications / local campaigns (On going and consistent)
- 3.) Development of local lived experience / community champions network to tackle stigma.

Following the consultation events in Autumn 2022, the HSCP Suicide Prevention Working Group was established in March 2023. The multi- disciplinary working group consists of 35 partners from across East Renfrewshire including: Health, Education, Police, Social Work, Environments alongside many third sector partners such as RAMH, VAER, Barrhead Housing Association and East Renfrewshire Culture and Leisure. Further consultation on local need and priorities was completed with the working group and their staff groups and the final five priority areas were agreed:

- Development of Suicide Prevention Network
- Education
- Communications
- Community Development / Lived Experience

➤ Data Collection / Analysis

Following the agreement of the five priority areas, three sub groups with multi-disciplinary partners were established to lead and deliver on the follow areas:

- Education / Training
- Communication Planning
- Community Development

It is acknowledged that ongoing data analysis and consultation is required through the course of this plan to ensure local voices are heard and local need met. Consultation events have continued over the last few months with RAMH Recovery group, young people via Education and plans are in place to consult with local veterans in the coming months. Data will continually be analysed from multiply partners such a : Public Health Scotland, NHSGG&C, British Transport Police as well as local services such as employment, mental health services to allow trends to be monitored.

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](#).

The Suicide Prevention Strategy and Action Plan 2024- 2027 will be communicated in a variety of ways to ensure the strategy and action plan is accessible for all. 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 Suicide Prevention Strategy and Action plan will not create any inequalities, rather the aim of this strategy and action plan is to reduce inequalities related to the wider determinants of health that can impact on health and wellbeing. In relation to deaths by suicide and mental health, the evidence highlights some groups to be at an increased risk including but not exclusive to individuals who identify as LGBTQ+, Men, older age groups and Veterans. Throughout the course of the action plan, targeted work will be done to support at risk groups as well as providing a universal approach for all.

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	Both our East Renfrewshire data and national data from National Records Scotland highlights an increase deaths by suicide in individuals 55-75 years, this is predominantly males. National Records Scotland 2022	The policy and action plan will aim to have a positive impact on this group- as this policy has an all age, all stage approach and will aim to target all age groups via varies means of communication / action.
Disability or long term health condition	There is no local evidence base that highlights individuals with a disability or a long term health condition is at increased risk of death by suicide.	Locally we will utilise data to scope any change in trends / evidence of poor mental health and wellbeing in this group. If change is identified we can action on this. It should be noted that all communications, resources, training etc. will not exclude individuals with Disabilities of long term health conditions whether physical or mental.
Race	Locally there is no evidence to suggest Race is a characteristic which increases risk of death by suicide.	This strategy will not create inequalities in relation to this characteristic. The aim will be to improve health and wellbeing of all, regardless of race.
Sex	Both our East Renfrewshire data and national data from National Records Scotland highlights males being at an increased risk of death by suicide. Over the five year period 2018-2022, 80% of East Renfrewshire deaths by suicide were male. Data has also shown both locally and nationally that deaths suicides in females has increased since 2020. National Records Scotland 2022	The strategy and action plan will not cause any inequalities in relation to sex. Actions will be directed both in a universal approach but also via targeted interventions to males and females to achieve the best outcomes.

Gender reassignment	National evidence highlights that individuals going gender reassignment to be 3 – 4 times at risk of death by suicide. Creating Hope Together Scotland's Suicide Prevention Strategy-2022-2032	This strategy will not create inequalities in relation to this characteristic. The aim will be to improve health and wellbeing of all regardless of gender.
Marriage/Civil Partnership (only applicable to Council employment policy)	N/A	N/A
Pregnancy / Maternity	There is no local evidence to suggest Pregnancy / Maternity as a characteristic which increases risk of death by suicide.	This strategy will not create inequalities in relation to these characteristics. The aim will be to improve health and wellbeing of both expectant and new parents.
Religion / Belief	There is no local evidence to suggest that Religion / Belief as a characteristic which increases risk of death by suicide.	This strategy will not create inequalities in relation to this characteristic. The aim will be to improve health and wellbeing regardless of religion or belief.
Sexual orientation	National data highlights LGBTQ+ young people are three times more likely to think about attempting suicide-with 50% of LGBTQ+ young people have experienced suicidal thoughts or behaviour. Creating Hope Together: Scotland's Suicide Prevention Strategy 2022 – 2032: Equality Impact Assessment Record	This strategy will not create inequalities in relation to this characteristic. The aim will be to improve health and wellbeing regardless of sexual orientation.
Providing unpaid care	There is no local evidence to suggest providing unpaid care increases risk of deaths by suicide. We do know that social integration and relationships are a protective factor against suicide risk and unpaid carers can be at risk of isolation due to caring responsibility.	This strategy will not create inequalities in relation to this characteristic. The aim will be to improve health and wellbeing regardless of caring responsibility.

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.	N/A	N/A
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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>The Suicide Prevention Strategy and Action Plan will aim to reduce stigma and discrimination associated with suicide and mental health via training and education of both staff, partners and communities. Creating a suicide safe East Renfrewshire with residents and communities who are informed and compassionate to all.</p>
<p>3.4 In what ways, if any, would this policy advance or undermine equality of opportunity?</p> <p>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.</p>
<p>The Suicide Prevention Strategy and Action Plan will not undermine equality of opportunity and will aim to reduce inequalities related to mental health and wellbeing.</p>
<p>3.5 In what ways, if any, would this policy foster or undermine good relations between groups of individuals?</p> <p>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</p>
<p>The Suicide Prevention Strategy and Action Plan will not undermine relationships amongst individuals, staff, partners or communities, Rather our principle of collaboration and partnership working will aim to increase positive relationships.</p>

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	Local data evaluation has highlighted there to be no trends in relation to suicide deaths and socio-economic status / SIMD. This highlights that mental health and suicide can impact all individuals regardless of socio-economic status.	The strategy and policy will not impact negatively on individuals depending on their socio – economic status.

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.

This strategy will not have a direct impact on alleviating or increasing inequalities in socio-economic disadvantage but will aim to improve health and wellbeing whether this is access to health and wellbeing resource, access to health education or access to training.

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 Suicide Prevention Strategy and Action Plan will aim to support community development in areas across East Renfrewshire where individuals / communities are experiencing socio-economic disadvantage. Local engagement will be a priority to promote inclusion and to empower individuals and communities to lead on supporting initiatives / projects in their own areas.

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?

No plans have been confirmed as yet but targeted work in the areas of Auchenback, Barrhead, Neilston and Thornliebank will be considered into year 2 and three of suicide prevention action plan.

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.

As an all age and all stage strategy, mental health and wellbeing initiatives/ resources will be promoted, utilised and implemented locally-this will all be done via Education / Curriculum for Excellence to ensure high quality delivery and use of evidence based resources.

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

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).

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).

N/A

<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>	<input type="checkbox"/>	N/A
<p>Article 6 Life, survival and development Every child has a right to life and to develop to their full potential.</p>	<input checked="" type="checkbox"/>	Children and young people up to the age of 18
<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>	<input type="checkbox"/>	N/A
<p>Which additional articles are relevant to this policy/measure? List all that apply 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 6 Life, survival and development	Positive	The strategy outlines a commitment to improving wellbeing and reducing the risk of suicide across all age groups including children up to the age of 18.

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

N/A

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.

Local training / capacity building for staff, partners and communities on supporting mental health and wellbeing for children, young people and adults.

Promotion of local / national resources to support mental health and wellbeing and wider determinants such as welfare, housing.

Local consultation and community development-potential to include children and young people on local needs and resource development to support mental health and wellbeing for of children, young people and families.

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?

N/A

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?

No

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 Suicide Prevention Strategy will aim to improve the mental health and wellbeing of staff, partners and communities living and working in East Renfrewshire. All impacts will be positive and will not impact on any individuals or group with protected characteristics in a negative way. The strategy and associated actions will aim to be as inclusive as possible at all times.

7.4 Briefly summarise how your evidence and assessment demonstrates any potential impact, both positive and negative, on individuals and communities experiencing socio-economic disadvantage from this policy?

The Suicide Prevention Strategy will aim to improve the mental health and wellbeing of staff, partners and communities living and working in East Renfrewshire. All impacts will be positive and will not impact on any individuals or group with in a negative way. The strategy and associated actions will aim to be as inclusive as possible at all times and will not discriminate on any grounds including socio-economic status.

7.5 Briefly summarise how your evidence and assessment demonstrates any potential impacts, both positive and negative, on the rights of children and young people from this policy?

The Suicide Prevention Strategy and Action Plan will promote a suicide safe community in East Renfrewshire and promote wellbeing for all ages and stages, therefore it will have a positive impact on children and young people's right to life, to protect them from potential harm and promote conditions that positively impact on their mental wellbeing.

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 Suicide Prevention Strategy and Action plan will be a three year plan for 2024- 2027. The Strategy will be reviewed six months into the third year and an updated strategy developed. The action plan will also be reviewed at the end of the three year period and a new three to five year plan will be developed.

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 Suicide Prevention Strategy & Action Plan 2024 - 2027
Date approved:	13.03.2024
Approved by: (Head of Service/Director level)	Tom Kelly, Head of Adult Services – Learning Disability and Recovery
Department:	Head of Adult Service: Learning Disability, Mental Health and Recovery Services