

Appendix 1 - EQUALITY IMPACT ANALYSIS

1.	<p>What evidence do you have of any potential adverse or positive impact on groups with protected characteristics, or other groups identified as vulnerable below?</p> <p>Do you have any gaps in information?</p> <p>Include any supporting evidence e.g., research, data or feedback from engagement activities</p> <p>List any mitigations available where adverse impacts are found.</p>
----	--

Characteristic

Impact

<p>Disability People who have physical disabilities, learning disabilities, people with mental illness, sensory loss and long-term chronic conditions (such as diabetes, HIV)</p>	<p>Neutral Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way regardless of disability. It is recognised that some people may have difficulty reading or interpreting the document and therefore support will be available from the FOI team and it is recommended that a web accessibility toolbar is added to the ICB website to reduce barriers between digital content and diverse online audiences.</p>
<p>Mitigations: It is recommended that a web accessibility toolbar is added to the ICB website to reduce barriers between digital content and diverse online audiences.</p>	
<p>Sex Men and Women</p>	<p>Neutral Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way.</p>
<p>Mitigations: N/A</p>	
<p>Race or nationality People of different ethnic backgrounds, including Roma Gypsies and Travelers</p>	<p>Neutral Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way. It is recognised that this policy is written in English and there is a risk to people whose first language is not English, and support will be offered to ensure the policy is translated to the required language.</p>
<p>Mitigations: It is recommended that a web accessibility toolbar is added to the ICB website to reduce barriers between digital content and diverse online audiences.</p>	

Age This applies to all age groups. This can include safeguarding, consent, and child welfare	Neutral Impact -. the requests to ICB for information under the FOI Act are handled in a fair and consistent way.
Mitigations: N/A	
Transgender status People who have undergone gender reassignment (sex change) and those who identify as trans	Neutral Impact – the requests to ICB for information under the FOI Act are handled in a fair and consistent way.
Mitigations: N/A	
Sexual orientation This will include lesbian, gay and bi-sexual people as well as heterosexual people.	Neutral Impact – the requests to ICB for information under the FOI Act are handled in a fair and consistent way.
Mitigations: N/A	
Religion or belief Includes religions, beliefs or no religion or belief	Neutral Impact – the requests to ICB for information under the FOI Act are handled in a fair and consistent way.
Mitigations: N/A	
Marriage and Civil Partnership Refers to legally recognised partnerships (employment policies only)	Neutral impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way.
Mitigations: N/A	
Pregnancy and maternity Refers to the pregnancy period and the first year after birth	N/A
Mitigations: N/A	
Carers This relates to general caring responsibilities for someone of any age.	Neutral Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way.
Mitigations: N/A	
Other disadvantaged groups This relates to groups experiencing health inequalities such as people living in deprived areas, new migrants, people who are homeless, ex-offenders.	Neutral Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way.
Mitigations: N/A	
Sign off	
Name and signature of person / team who carried out this analysis Nicky Lowe	
Date analysis completed – 30/08/2022	

Name and signature of responsible Director

Date analysis was approved by responsible Director

Action Planning

As a result of performing this analysis, what actions are proposed to remove or reduce any risk of adverse outcomes identified on employees, service users or other people who share characteristics protected by the **Equality Act 2010**?

Identified risk	Recommended actions	Responsible Lead	Completion date	Review date
It is recognised that some people with disabilities may find the policy difficult to access or interpret and that this Policy is written in English and therefore there is a risk to the people whose first language is not English.	It is recommended that a web accessibility toolbar is added to the ICB website to reduce barriers between digital content and diverse online audiences.	Communications Team	If and when required	On-going