

## Appendix 1 - EQUALITY IMPACT ANALYSIS

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

### Characteristic

### Impact

<p><b>Disability</b>                  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 and all requests are anonymised before being sent to those answering the questions. 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><b>Mitigations:</b> 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><b>Sex</b>                  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 and all requests are anonymised before being sent to those answering the questions.</p>
<p><b>Mitigations:</b> N/A</p>	
<p><b>Race or nationality</b>                  People of different ethnic backgrounds, including Roma Gypsies and Travelers</p>	<p>Negative Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way and all requests are anonymised before being sent to those answering the questions. It is recognised that this policy is written in English and may be less accessible to people whose first language is not English. Support will be offered to ensure the policy is translated to the required</p>

	language. It is also noted that some people may not understand that they have a right under this legislation, however, we have not carried out consultation or targeted awareness raising so the impact is not known at this stage.
<b>Mitigations:</b> It is recommended that a web accessibility toolbar is added to the ICB website to reduce barriers between digital content and diverse online audiences.	
<b>Age</b> 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 and all requests are anonymised before being sent to those answering the questions.
<b>Mitigations:</b> N/A	
<b>Transgender status</b> 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 and all requests are anonymised before being sent to those answering the questions.
<b>Mitigations:</b> N/A	
<b>Sexual orientation</b> 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 and all requests are anonymised before being sent to those answering the questions.
<b>Mitigations:</b> N/A	
<b>Religion or belief</b> 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 and all requests are anonymised before being sent to those answering the questions.
<b>Mitigations:</b> N/A	
<b>Marriage and Civil Partnership</b> 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 and all requests are anonymised before being sent to those answering the questions.
<b>Mitigations:</b> N/A	
<b>Pregnancy and maternity</b> Refers to the pregnancy period and the first year after birth	N/A
<b>Mitigations:</b> N/A	

<p><b>Carers</b> This relates to general caring responsibilities for someone of any age.</p>	<p>Neutral Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way and all requests are anonymised before being sent to those answering the questions.</p>
<p><b>Mitigations:</b> N/A</p>	
<p><b>Other disadvantaged groups</b> This relates to groups experiencing health inequalities such as people living in deprived areas, new migrants, people who are homeless, ex-offenders.</p>	<p>Negative Impact - the requests to ICB for information under the FOI Act are handled in a fair and consistent way and all requests are anonymised before being sent to those answering the questions. It is noted that the legislation may be less accessible to disadvantaged groups, however, we have not carried out consultation or targeted awareness raising so the impact is not known at this stage.</p>
<p><b>Mitigations:</b> N/A</p>	
<p><b>Sign off</b></p>	
<p><b>Name and signature of person / team who carried out this analysis</b> Nicky Lowe</p>	
<p><b>Date analysis completed – 30/08/2022</b></p>	
<p><b>Name and signature of responsible Director:</b> Abby Combes</p>	
<p><b>Date analysis was approved by responsible Director:</b> 26/10/22</p>	

## 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