

## 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>
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### 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 - Application of the policy is fair and consistent regardless of disability and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential information.</p>
<p><b>Mitigations:</b> N/A</p>	
<p><b>Sex</b> Men and Women</p>	<p>Neutral Impact - Workforce data shows a higher proportion of female workers. However, application of the policy is fair and consistent and does not have an impact this protected characteristic.</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 - Workforce data shows a higher proportion of white British. However, it is recognised that this policy is written in England and there is a risk to any member of staff whose first language is not English, and support will be offered to ensure the policy is translated to the required language.</p>
<p><b>Mitigations:</b> N/A</p>	
<p><b>Age</b> This applies to all age groups. This can include safeguarding, consent, and child welfare</p>	<p>Neutral Impact - Workforce data shows a higher proportion of staff at mid age band. Application of the policy is fair and consistent and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential information.</p>

<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 – No data available, however application of the policy is fair and consistent and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential
<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 – current workforce data shows a higher proportion of heterosexual. Application of the policy is fair and consistent regardless of sexual orientation and therefore does not have an impact on this protected characteristic.
<b>Mitigations:</b> N/A	
<b>Religion or belief</b> Includes religions, beliefs or no religion or belief	Neutral Impact – current workforce data identified, majority data was undefined. Application of the policy is fair and consistent regardless of Religion or belief and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential information.
<b>Mitigations:</b> N/A	
<b>Marriage and Civil Partnership</b> Refers to legally recognised partnerships (employment policies only)	Neutral Impact – current workforce data shows a higher proportion of Marriage and Civil Partnership. Application of the policy is fair and consistent and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential information
<b>Mitigations:</b> N/A	
<b>Pregnancy and maternity</b> Refers to the pregnancy period and the first year after birth	Neutral Impact – no data available, however application of the policy is fair and consistent and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential.

<b>Mitigations:</b> N/A	
<b>Carers</b> This relates to general caring responsibilities for someone of any age.	Neutral Impact - no data available, however application of the policy is fair and consistent and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential.
<b>Mitigations:</b> N/A	
<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.	Neutral Impact - no data available, however application of the policy is fair and consistent and therefore does not have an impact on this protected characteristic. All employees working in the NHS are bound by a legal duty of confidence to protect personal confidential.
<b>Mitigations:</b> N/A	
<b>Sign off</b>	
<b>Name and signature of person / team who carried out this analysis</b>	
Claire Stocks	
<b>Date analysis completed – 25/08/2022</b>	
<b>Name and signature of responsible Director - Abby Combes</b>	
<b>Date analysis was approved by responsible Director</b>	

## 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 this Policy is written in English and there is therefore a risk to the staff whose first language is not English for misunderstanding.	Support will be offered to those individuals who need it and the policy could be translated if and when needed.	Communications Team	If and when required	On-going