# Equality impact assessment (EqIA)

This impact assessment should be completed for all human resources (HR) and corporate policies, projects or functions that apply to colleagues at NHS Humber and North Yorkshire Integrated Care Board (ICB).

There are five sections of this assessment, and all should be completed:

1. [HR / corporate impact analysis](#_HR_/_corporate)
2. [Equality data](#_Equality_data)
3. [Impact assessment](#_Impact_assessment)
4. [Action planning](#_Action_planning)
5. [Sign-off](#_Sign-off)

## HR / corporate policy impact analysis

| **Key questions** | **Information provided** |
| --- | --- |
| Policy / project / function: | ICB Health and Safety Policy |
| Date of analysis: | February 2023 |
| Completed by: (name, department, place) | Gary Johnson  Corporate Services  ICB |
| Aims and intended effects of this policy, project or function: | This policy replaces several historic health and safety policies in place before the establishment of NHS Humber and North Yorkshire Integrated Care Board (ICB) on Friday 1 July 2022.  HNY ICB is moving to a single policy to prevent or reduce the nature and severity of all workplace accidents, the spread of infectious diseases and any dangerous occurrences in line with the Reporting of injuries, Disease and Dangerous Occurrences Regulations (RIDDOR) 1995. |
| Details of any significant changes to previous policy likely to have an impact on colleagues / other groups: | New policy |
| List of any other policies that are related to or referred to as part of this analysis: | N/A |
| Who the policy, project or function will affect: | The policy applies to NHS Humber and North Yorkshire ICB and all its employees and must be followed by all those who work for the organisation. This includes all permanent members of staff, members of the ICB executive board, those on temporary or honorary contracts, secondments, pool and agency staff, contractors and students. |
| Engagement / consultation that has been done or is planned for this policy and this EqIA: | ICB Executive Committee  SPF  Staff wellbeing group  Place-based health and safety groups  ICB people team (for equality, diversity and inclusion support) |

## Equality data

Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share one or more of the nine protected characteristics as detailed in the [Equality Act (2010)](https://www.gov.uk/guidance/equality-act-2010-guidance).

Examples of equality date could include:

* recruitment data (e.g., number of applications compared to our population profile, number of appointments)
* complaints made by groups who share / represent one or more protected characteristic.
* grievances, decisions upheld or dismissals by protected group.
* findings of the NHS Staff Survey
* data from the Workforce Race Equality Standard (WRES) and Workforce Disability Equality Standard (WDES) reports

This list is not exhaustive.

| **Key questions** | **Information provided** |
| --- | --- |
| Is any equality data available relating to the use of this policy / project / function: | No |
| **If yes**  List the equality used to assess the impact of this policy / project / function: |  |
| **If no**  List the data you will use to assess the impact of this policy / project / function: |  |

## Impact assessment

Details of any potential impact of this policy / project or function on people from different protected characteristic groups should be included below.

This should be based on analysis of:

* the [equality data](#_Equality_data) listed
* insights gathered through engagement
* your knowledge of the substance of this policy

| **Protected characteristic** | **No  impact?** | **Positive impact?** | **Negative impact?** | **Evidence of impact and, if applicable, justification where are ‘genuine determining reason’ exists (see footnote)** |
| --- | --- | --- | --- | --- |
| **Age**  This refers to people of all ages. |  |  |  |  |
| **Disability**  People who have physical disabilities and / or impairments, learning disabilities, learning differences (for example, someone who is neurodiverse), people with mental health conditions, sensory loss and long-term chronic conditions (such as diabetes, HIV) or hidden, invisible or variable conditions |  |  |  | Positive Impact. Policy broadened to include management responsibility for ensuring that all staff have risk assessments in place and reviewed regularly and any adaptive equipment is provided and well maintained. Also see appendix 2 when a risk assessment should be carried out.  Negative impact. Health and safety information is not automatically published in an accessible format, in alternative formats e.g. braille or in languages other than English e.g. British Sign Language (BSL).  The primary source of circulation is digital only using the partnership’s website.  As the policy document itself is not accessible, it will likely not be compatible for use with screen readers and other assistive technology, which could make it inaccessible for people with vision loss or for those with learning differences, for example, dyslexia. |
| **Gender reassignment**  Refers to someone who is proposing to, is going through or has gone through a process to live in a gender that is different to the one assigned at birth.  For example, Trans (transgender) people, non-binary people or gender fluid / gender queer people. |  |  |  |  |
| **Marriage or civil partnership** Refers to legally recognised partnerships (applies to employment only). |  |  |  |  |
| **Pregnancy and maternity**  Refers to the pregnancy period and the first year after birth. |  |  |  | Yes. Appendix 2 highlights specific times when risk assessments should be updated i.e., new staff, changes to staff or activities. |
| **Race**  Refers to people of different races which can include colour, nationality, ethnic or national origins and different ethnic backgrounds, for example, Gypsy Romany and Traveller peoples. |  |  |  | Yes. Health and safety impact is not automatically published in languages other than English. |
| **Religion or belief**  Includes all religious and philosophical beliefs including having no religious belief, |  |  |  |  |
| **Sex**  This refers to biological sex eg male / female / intersex. |  |  |  |  |
| **Sexual orientation**  Refers to who a person is attracted to, for example gay, lesbian, bisexual, asexual and heterosexual (straight). |  |  |  |  |
| **Socio-economic deprivation** Refers to the different financial situations people may be experiencing, for example, working poverty and cost of living impacts for people from different backgrounds (not Band exclusive) |  |  |  |  |
| **Working carers** Refers to anyone who cares, unpaid, for a friend or family member who due to their illness, disability, mental health condition or an addiction cannot cope without their support.  Working carers can be considered protected under the Equality Act (2010) by association. |  |  |  |  |

‘Genuine determining reason’ means an action is proportionate to the legitimate aims of the organisation (please seek further advice).

## Action planning

As a result of the analysis of the impact of this policy / project or function on people from different protected characteristic groups, this section should detail the mitigating actions to be taken to reduce any identified impacts and those responsible for ensuring these actions are taken.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Identified risk** | **Recommended actions** | **Responsible lead** | **Completion date** | **Review  date** |
| Inaccessibility for disabled colleagues | 1. Ensure the final policy is made fully accessible before publishing. 2. Provide a clear and easy way for people to request printed copies through the post if required. 3. Provide a clear and easy way for people to request copies of the policy in alternative formats e.g., braille, large print or audio. 4. Provide a clear and easy way for people to access this information in BSL format, for example, through the use of a BSL interpreter. | Corporate Affairs/ Communications team | June 2023 | June 2024 |
| Policy only available in English | 1. Line managers to provide support if a team member’s first language is not English and this is requested. | Line managers | Ongoing | Ongoing |

## Sign-off

All EqIAs for HR and corporate policies, projects or functions that apply to ICB colleagues must be signed-off by the corporate affairs team - send a copy of the relevant policy and EqIA to: [hnyicb-hull.hnypolicyenquiries@nhs.net](mailto:hnyicb-hull.hnypolicyenquiries@nhs.net)

|  |  |
| --- | --- |
| **Key questions** | **Sign-off responses** |
| I agree / disagree with this assessment and action plan | Yes |
| **If no (you disagree)**  Reasons for not approving and actions that should be taken (including timelines and those responsible): |  |
| Signed: | Nicky Lowe |
| Date: | 16 May 2023 |

ENDS