

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](#)
- 2) [Equality data](#)
- 3) [Impact assessment](#)
- 4) [Action planning](#)
- 5) [Sign-off](#)

HR / corporate policy impact analysis

Key questions	Information provided
Policy / project / function:	ICB Risk Management Policy
Date of analysis:	May 2023
Completed by: (name, department, place)	Mike Napier, Gary Johnson Corporate Services ICB
Aims and intended effects of this policy, project or function:	<p>This policy replaces several historic Risk Management policies in place before the establishment of NHS Humber and North Yorkshire Integrated Care Board (ICB) on Friday 1 July 2022.</p> <p>The ICB has adopted a dynamic approach to risk management, enabling it to be sighted on the highest-level risks at Board level while being assured that appropriate mechanisms of control are in place across the organisation and the Humber and North Yorkshire Integrated Care System (ICS) for shared risks</p>
Details of any significant changes to previous policy likely to have an impact on colleagues / other groups:	New Policy

Key questions	Information provided
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, including the Integrated Care 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:	Subject matter experts and members of the ICB Executive Team ICB Board

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 \(2010\)](#).

Examples of equality data 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:	

Key questions	Information provided
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](#) 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 a 'genuine determining reason' exists (see footnote)
Age This refers to people of all ages.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>Negative impact. Risk management 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).</p> <p>The primary source of circulation is digital only using the HNY ICB website.</p> <p>As the policy document itself is not accessible, it will likely not be compatible</p>

Protected characteristic	No impact?	Positive impact?	Negative impact?	Evidence of impact and, if applicable, justification where a 'genuine determining reason' exists (see footnote)
				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.
<p>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.</p> <p>For example, Trans (transgender) people, non-binary people or gender fluid / gender queer people.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<p>Marriage or civil partnership Refers to legally recognised partnerships (applies to employment only).</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<p>Pregnancy and maternity Refers to the pregnancy period and the first year after birth.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Protected characteristic	No impact?	Positive impact?	Negative impact?	Evidence of impact and, if applicable, justification where are 'genuine determining reason' exists (see footnote)
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.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Yes. Risk management information is not automatically published in languages other than English.
Religion or belief Includes all religious and philosophical beliefs including having no religious belief,	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex This refers to biological sex eg male / female / intersex.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual orientation Refers to who a person is attracted to, for example gay, lesbian, bisexual, asexual and heterosexual (straight).	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Socio-economic deprivation Refers to the different financial situations people may be experiencing, for example, working poverty and cost of living	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Protected characteristic	No impact?	Positive impact?	Negative impact?	Evidence of impact and, if applicable, justification where a 'genuine determining reason' exists (see footnote)
impacts for people from different backgrounds (not Band exclusive)				
<p>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.</p> <p>Working carers can be considered protected under the Equality Act (2010) by association.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

'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	<ol style="list-style-type: none"> 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/ Communication and Engagement	June 2023	June 2024
Policy only available in English	<ol style="list-style-type: none"> 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

Key questions	Sign-off responses
I agree / disagree with this assessment and action plan	Yes If the accessibility issues identified are addressed this policy will have neither a positive nor negative impact on the protected characteristics as it relates to maintaining and improving systems in relation to risk management and in turn improving the ICBs ability to deliver its strategic priorities by managing our threats, enhancing our opportunities and creating an environment that adds value to ongoing operational activities which are applicable to everyone as outlined within the scope of the policy, regardless of status.
If no (you disagree) Reasons for not approving and actions that should be taken (including timelines and those responsible):	
Signed:	Nicky Lowe
Date:	30 May 2023

ENDS