# 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: | Violence, Aggression and Acceptable Behaviour Policy |
| Date of analysis: | October 2023 |
| Completed by: (name, department, place) | Nicky Lowe |
| Aims and intended effects of this policy, project or function: | To reduce unacceptable behaviour in the workplace and give staff a means to raise issues. |
| 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: | Where appropriate this policy should be considered alongside the Sexual Safety in Healthcare Charter and the Incident reporting procedure |
| Who the policy, project or function will affect: | The policy applies to:   * Members of staff from other organisations and how they treat ICB employees. * Patients, carers, members of the public and visitors in relation to how they treat ICB employees. |
| Engagement / consultation that has been done or is planned for this policy and this EqIA: | This policy was developed in consultation with key internal stakeholders including the People and Quality Directorates and Patient Experience Teams. The ICB Health and Safety Committee, Employee Wellbeing and Social Partnership Forum have also contributed to the development of the policy. |

## 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 (delete as appropriate) |
| **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. |  |  |  | There is potential for this particular group to be subject to discrimination.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place |
| **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 |  |  |  | There is potential for this particular group to be subject to discrimination, particularly individuals who may have a visual disability.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place |
| **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. |  |  |  | There is potential for this particular group to be subject to discrimination, particularly for individuals who maybe transitioning.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place. |
| **Marriage or civil partnership** Refers to legally recognised partnerships (applies to employment only). |  |  |  | There is potential for this particular group to be subject to discrimination.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place. |
| **Pregnancy and maternity**  Refers to the pregnancy period and the first year after birth. |  |  |  | There is potential for this particular group to be subject to discrimination.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place. |
| **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. |  |  |  | There is potential for this particular group to be subject to discrimination.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place. |
| **Religion or belief**  Includes all religious and philosophical beliefs including having no religious belief, |  |  |  | There is potential for this particular group to be subject to discrimination, particularly for employees who follow a particular religion, and they are required to dress a certain way.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place. |
| **Sex**  This refers to biological sex eg male / female / intersex. |  |  |  | There is potential for this particular group to be subject to discrimination, which is also recognised in the Sexual Safety in Healthcare Charter.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place |
| **Sexual orientation**  Refers to who a person is attracted to, for example gay, lesbian, bisexual, asexual and heterosexual (straight). |  |  |  | There is potential for this particular group to be subject to discrimination.  The policy has provision to protect the group against unacceptable behaviour by  having a clear procedure in place. |
| **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) |  |  |  | There is potential for this particular group to be subject to discrimination.  The policy has provision to protect the group against unacceptable behaviour by having a clear procedure in place. |
| **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 |  |  |  | There is potential for this particular group to be subject to discrimination.  The policy has provision to protect the group against unacceptable behaviour by having a clear procedure in place. |

## 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** |
| N/A |  |  |  |  |

## 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: |  |
| Date: | 24/01/24 |

ENDS