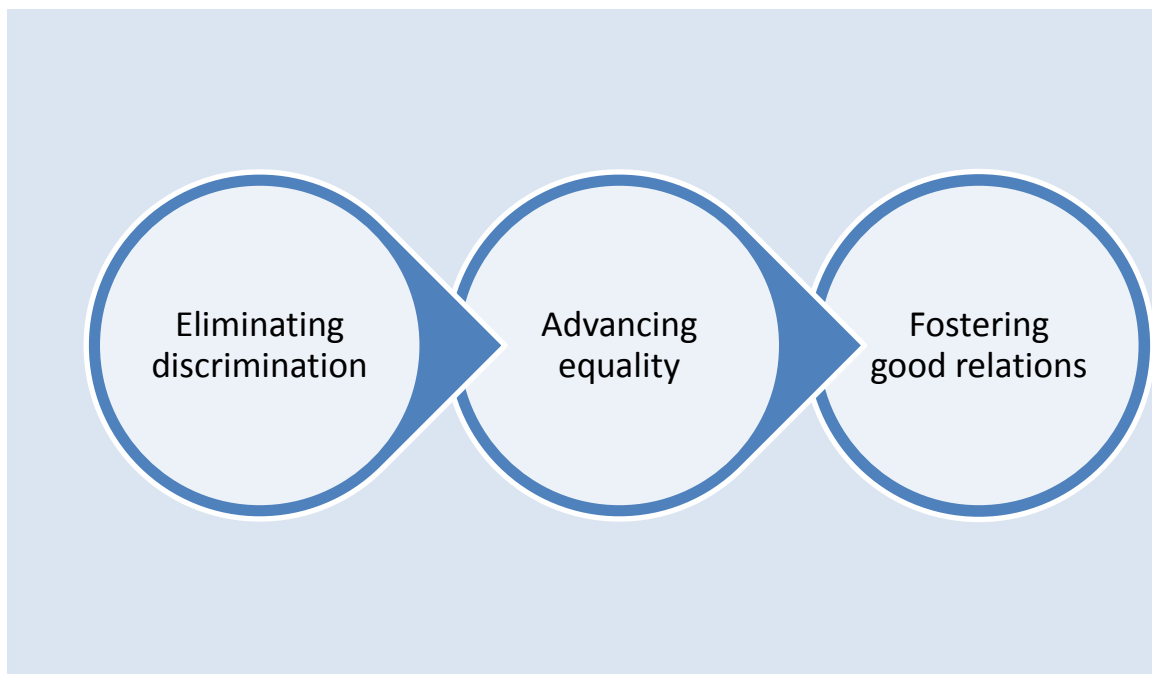


EQUALITY ANALYSIS

(Equality Impact Assessment)





A quick checklist

Equality Analysis is one of the ways the CCG demonstrates 'due regard' to the Public Sector Equality Duty. However, before an equality analysis is carried out, managers are asked to check few things:

- Does the policy or service have a relevance to equality? As a general rule of thumb, all public and staff facing policies have relevance to equality. If you are not sure and need advice please speak to NEL CSU Equality and Diversity Team.
- Do you have sufficient data/evidence (e.g. JSNA, service) available to complete the equality analysis? If not, then you may need to commission a quick data/evidence gathering project.
- Have you engaged the relevant people? This will depend on the scope of the policy/service. All large scale transformational change projects require engagement of external stakeholders who represent protected groups.
- Does the equality analysis action plan deliver any of the CCG's equality objectives? Please refer to the CCG's Diversity and Inclusion Plan 2016-20
- Have we considered the Accessible Information Standard in action planning?
- Have you shared your equality analysis with NEL CSU for contribution/input?

Name of policy/function

Is this a new or existing policy/function?

[Please check appropriate box]

New ☐

Existing ☐

Please give a brief description of policy/function

Scope of the Equality Analysis

Consultation, engagement and contribution/outcomes

[Please list who you have consulted with on this EA and what contribution they have made, if any.]

If the policy/function is customer facing then please mention which protected group from the potential beneficiary groups has been involved]

Impact assessment and actions

Protected Group	Relevance YES/NO	Evidence of impact (note: consider the groups that have greater and/or specific needs)	Nature of potential impact (positive/negative /unknown)	Recommendations/ mitigating actions
Age				
Disability				
Race/ethnicity				
Sex/gender				
Gender reassignment				
Sexual orientation				
Religion/belief				
Maternity/pregnancy				
Civil partnership /marriage				
Human Rights				

Socio-economic group				
Social inclusion				
Community cohesion				

Final outcomes:

[Please check appropriate box]

A. Continue with the policy/proposal as it is

☐

B. Continue with the policy with adjustment or further analysis

☐

C. Stop/remove the policy/proposal

☐

D. Carry out a further analysis of new data

☐

Signature of the SRO/Director:

Date:

Date of Next Review:

[Statutory requirement at least 3 years unless there is any change in existing policy/function]

Further information:

Please read the CSU guidance on 'how to complete an equality analysis' and the Q&As document when completing an equality analysis.

Please forward a copy of this EA report to the Equality and Diversity Team at the CSU at emdad.haque@nhs.net