

Equality and Inequality Impact Assessment – **INSERT PROJECT**

This assessment reviews the implications of the above policy/service redesign for those people with protected characteristics covered by the Equality Act (2010) and to reflect the CCGs duty under the NHS England Equality Delivery System 2 (EDS2). It is intended to demonstrate that in developing this policy/service we have had due regard for our general equality duties to

- Eliminate unfair discrimination,
- Promote equality of opportunity,
- Promote good relations between those who share a protected characteristic and those who do not, and
- Eliminate inequality of access as defined by the EDS2

What is an EIA?

EIA is a way of examining your proposed services/policy/functions and policies to see if it could have a negative or the potential for a negative impact on any of the protected characteristics. The Equality Act 2010 covers nine protected characteristics on the grounds upon which discrimination is unlawful. An outline of each protected characteristic is shown below:-

Characteristic Descriptor

Age	A person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment, which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	<p>Medical term for what transsexual people often call gender-confirmation surgery; surgery to bring the primary and secondary sex characteristics of a transsexual person's body into alignment with his or her internal self-perception.</p> <p>Trans man – someone who has transitioned from female to male. Note that some people, following treatment, strongly prefer to be thought of as simply a man.</p> <p>Trans women – someone who has transitioned from male to female. Note that people, following treatment strongly prefer to be thought of as a woman.</p> <p>The Equality Act 2010 includes people who choose not to undergo surgery or any other medical treatment. "Gender reassignment is a personal process rather than a medical one. You don't have to undergo medical treatment and you don't have to be under medical supervision".</p>
Marriage and civil partnership	Marriage is defined as a 'union between heterosexual or same sex couples'. Same-sex couples also have the option of having their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.
Pregnancy and maternity	<p>Pregnancy is the condition of being pregnant or expecting a baby.</p> <p>Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>
Race	Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Sex/Asexual	A man or a woman or someone who does not identify with either.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Health Inequalities Analysis Evidence

Definition of 'population groups'

Health inequalities have been defined as "Differences in health status or in the distribution of health determinants between different population groups." [World Health Organisation Glossary of terms]

Health inequalities can therefore occur across a range of social and demographic indicators, including socio-economic status, occupation, geographical locations and the nine protected characteristics of the Equality Act 2010 (age, disability, ethnicity, gender reassignment, marriage and civil partnership, religion, pregnancy and maternity, sex (gender) and sexual orientation).

The term 'population groups' is therefore used above to capture any/all variables. The legal duties do not define specific groups - they are pertinent to any health inequalities.

We now have to capture this data as part of the Equality Delivery System² (EDS²) and publish the analysis on an annual basis. For more information on the EDS² please see

<https://www.england.nhs.uk/about/equality/equality-hub/eds/>

Please state briefly the aims of the service/document under review

Is there a known public, patient or staff concern regarding this document? Describe how these concerns have been identified

Describe the results of any internal consultation on this issue, including details of consultation mechanisms:

Describe how the views of any external consultative and community groups have been obtained (letters; meetings; interviews; focus groups; questionnaires; workshops; conferences; other):

Explain in detail the views of the relevant consultative and community groups:

Describe the result/outcome of any external consultation and the way in which the views expressed have influenced the development of the policy/procedure/service:

Equality Impact Assessment

Age - How does this policy relate to age?

Disability - How does this policy relate to disability?

This covers physical disability, sensory impairment, mental health needs and learning disabilities (including autism).

Race and culture - How does this policy relate to race and culture?

Lesbian, gay and bisexual (LGB) people - How does this policy relate to LGB people?

Religion or belief - How does this policy relate to religion or belief?

Gender reassignment - How does this policy relate to gender reassignment?

Gender - How does this policy relate to gender?

Pregnancy and maternity - How does this policy relate to pregnancy and maternity?

Marriage and civil partnership - How does this policy relate to marriage and civil partnership?

What evidence have you considered to determine what health inequalities exist in relation to your work?

List the main sources of data, research and other sources of evidence reviewed to determine impact on each equality group (protected characteristic). This can include local and national research, surveys, reports, research interviews, quality data, focus groups, pilot activity evaluations or other Equality Analyses. If there are gaps in evidence, state what you will do to mitigate them.

What is the potential impact of your work on health inequalities?

Can you demonstrate through evidenced based consideration how the health outcomes, experience and access to health care services differ across the population group and in different geographical locations that your work applies to?

How can you make sure that your work has the best chance of reducing health inequalities?

Evidence your research data here, including patient and public/stakeholder engagement.

How will you monitor and evaluate the effect of your work on health inequalities

Name of person(s) who carried out the analyses:

Name of Project/policy lead

Date analyses were completed: