|  |
| --- |
| An Equality Analysis not just about addressing discrimination or adverse impact; the policy should also positively promote equal opportunities, improved access, participation in public life and good relations. |

|  |  |  |
| --- | --- | --- |
| **Person completing the Analysis** | | |
| Name |  | |
| Job title |  | |
| Division/Directorate |  | |
| Date completed |  | |
| Who will be impacted by this policy | * Staff (EKHUFT) * Staff (Other) * Service Users | * Carers * Patients * Relatives |

|  |  |  |
| --- | --- | --- |
| **Assess the impact of the policy on people with different protected characteristics.**  When assessing impact, make it clear who will be impacted within the protected characteristic category. For example, it may have a positive impact on women but a neutral impact on men. | | |
| **Protected characteristic** | **Characteristic Group** | **Impact of decision**  Positive/Neutral/Negative |
| e.g. Sex | Women  Men | Positive  Neutral |
| Age |  |  |
| Disability (please see additional information below) |  |  |
| Gender reassignment |  |  |
| Marriage and civil partnership |  |  |
| Pregnancy and maternity |  |  |
| Race |  |  |
| Religion or belief |  |  |
| Sex |  |  |
| Sexual orientation |  |  |

|  |  |
| --- | --- |
| If there is insufficient evidence to make a decision about the impact of the policy it may be necessary to consult with members of protected characteristic groups to establish how best to meet their needs or to overcome barriers. | |
| Has there been specific consultation on this policy? |  |
| Did the consultation analysis reveal any difference in views across the protected characteristics? |  |
|  | |
| **Disability Protected Characteristic** | |
| We need to ensure that we meet the Accessible Information Standard (AIS) which aims to support people with a disability, sensory loss or impairment to receive information they can understand and any communication support they need. For more information:  <https://www.ekhuft.nhs.uk/staff/clinical/accessible-information-standard-ais/>  <https://www.england.nhs.uk/ourwork/patients/accessibleinfo/> | |

|  |  |
| --- | --- |
| **Mitigating negative impact:**  Where any negative impact has been identified, outline the measures taken to mitigate against it. |  |

|  |  |
| --- | --- |
| **Conclusion:**  Advise on the overall equality implications that should be taken into account by the policy approving committee. |  |