

Making fair and transparent decisions

Equality Analysis

(Equality Impact Assessment)

1. Introduction.

Equality Legislation instructs that public bodies, when there is significant change in service provision, should conduct an Equality Analysis (Equality Impact assessment (EIA)).

Southport and Ormskirk Hospital Trust, as a public body, has to comply with this duty.

Scope of EA (EIA)

The purpose of this equality analysis is to establish and make transparent the processes that Southport and Ormskirk Hospital will go through in order to identify any equality implications and the ramifications of these when reorganising service provision.

This document contains the processes, any necessary considerations Southport and Ormskirk Hospital Trust to undergo the transformation to service provision that will take place.

2. Financial Background:

As we put actions into place to balance the budget this year, and for future years, and reduce expenditure by another circa £8.5 million we have to be clear and precise about our processes and diligent in applying them.

Service provision:

As mentioned above, as instructed by the Chief Executive, Director's and their teams will be identifying potential savings

Below is the proposed direction of travel based on recent high court judgements.

As part of this process all new and revised policies, even if there are no changes, have to have had a current Equality Analysis completed, with the outcome included in the policy and the relevant paperwork attached and forwarded with the policy for consideration by the relevant Committee. Appendix 1

All business items submitted to the Trust Board are also assessed.

Further Equality Analysis will cover the following areas (see Appendix 2):

Reasons driving the Current, resizing and reshaping

1. Details of the service or provision under consideration for reduction/reorganisation
2. What engagement is taking place or has already been undertaken
3. What evidence has been analysed
4. What is the result of the analysis? Will there be an impact against the protected groups, the Public sector duties be maintained
5. Do further steps in the following areas need to be taken to mitigate or safeguard these impacts This can cover: staff issues, impact on other departments, impact on other public sector services, and impact on particular groups that are vulnerable
6. What actions should follow

There are four possible outcomes of the Equality Analysis. More than one may apply to a single proposal:

Outcome 1: No major change required when the scoping exercise has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.

Outcome 2: Adjustments to remove barriers identified by further equality analysis. We need to be satisfied that the proposed adjustments will remove the barriers identified.

Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality. In this case, the justification should be included in the EA and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. We need to consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

Outcome 4: Stop and rethink when an EA shows actual or potential unlawful discrimination.

3. Departmental responsibilities

Departments will be responsible for identifying cost savings and testing these for equality implication,.

Departments will keep records of their decision and furnish elected members with information to make financial decision.

4. Proportionality

As part of assessing the equality implication to the provision, the issue of 'proportionality' will be kept in mind.

5. Discrimination and 'fairness'.

In conducting analysis/assessments, the analysis/assessment has to focus on 'discrimination' and potential discrimination. In order to address this, it may be necessary to reduce other services. The scope of the analysis/assessment is to identify discrimination and where we are not meeting our duties. The analysis/assessment will not instruct officers as the 'what the service should look like' only to the fact that the service has to meet equality legislation.

6. Elected member responsibilities

Elected members are the decision makers and have to make decision in full knowledge of the equality implication.

7.Consultation

Southport and Ormskirk Hospital Trust has a strong history of consulting with key stakeholders and community members. Departments are communicating with staff, service providers and stakeholders concerning any reductions in service and are reporting their findings as part of the analysis/assessment process.

8. Time line

The Trust recognises the very tight deadline and is immediately working on this issue. Savings have to be identified by April 2011.