



Equality Analysis Template

Policy Insight Report

Southport and Ormskirk Hospital Trust
September 2011



Title of Policy:

Date when analysis started:

Date when published:

Officers responsible for analysis:

General Information and data

Details of service: what is being considered? Patients [] Staff [] Public []
Partner agencies [] (indicate in all relevant boxes)

- 1. (what does it try to achieve, who is it targeted at insert the purpose of the policy and any other relevant information)

2. What engagement is taking place or has already been undertaken?

Mark any of the engagement methods in the Public, Partners and Staff you are employing

Public	Partners	Staff
Interviews	Strategic Health Authority	Staff event / workshop
Focus groups	Multi agency event	Board meeting
Public event	Joint working group	Executive Committee
Carer forum	Multi agency network	ED Steering group
Questionnaires	Regional E&D forum	Staff side
Publications and promotional materials	GP practices	Staff networks
On line forum	Local / County Council	Equality Lead
Local media	Other NHS Trust	Integrated Governance
Other (please state)	LINks / Health Watch	Annual General Meeting
	Voluntary organisations	Communication methods
	Other (please state)	Learning & Development

3. What evidence has been analysed?

Please highlight or mark what evidence or research you have considered?

Evidence / Research :

- ONS census 2001 or later
- Other sources of regional / local demographics
- Previous strategy
- Department of health report / National guides / NICE

Joint Strategic Needs Assessments (JSNA)
 Equality Action plan
 Local / regional mapping
 Risk Assessments
 Work force data
 Research
 Socio-economic and health inequality reports
 Epidemiology studies
 Legislation update
 Engagement records / analysis

**4. What is the result of the analysis?
Will there be an impact against the protected groups below?**

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation
- Human Rights articles

Briefly summarise what evidence you have found. Embed any electronic files to which you are referring or provide an hyperlink to web links or web based evidence / reports

5. Do further steps in the following areas need to be taken to mitigate or safeguard these impacts - *Involvement & consultation, Data collection & evidence, Assessment & analysis, Procurement & partnerships, Education and workforce*? If so complete the action plan below:

Outcome	Actions Required	Time scale	Responsible Officer
Outcome 1: No major change required <i>when the scoping exercise has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken</i>			

<p>Outcome 2: Adjustments to remove barriers identified by further equality analysis. <i>We need to be satisfied that the proposed adjustments will remove the barriers identified.</i></p>			
<p>Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality. <i>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</i></p>			
<p>Outcome 4: Stop and rethink. When an EA shows actual or potential unlawful discrimination</p>	<p><i>(You will now need to make changes to the policy)</i></p>		

<p>How will we monitor this and to whom will we report outcomes?</p>	
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The Equality Act 2010 has brought a new equality duty to all public authorities which replaced the race, disability and gender equality duty. The Equality Analysis provides assurance of the steps the Southport and Ormskirk Hospital Trust is taking in meeting its statutory obligation to pay due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

For further information or guidance please contact

Linda Douglas
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Sign off by senior officer
Assistant/Deputy Director or equivalent level

Relevant team received a copy yes/no
(at a local level)

Time of next review

This document must be returned to:

Integrated Governance:

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