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| **Equality Impact Risk Analysis: Insert title of service/function here** | | | | |
| **Policy / Project / Function/Service:** | Phlebotomy Service in Primary care | | | |
| **Date of Analysis:** | 14.3.2016 | | | |
| **Analysis Rating:**  **(**Please Tick ✔)  (See Completion Notes) |  |  | √ |  |
| **Red** | **Red /Amber** | **Amber** | **Green** |
| **Type of Analysis Performed:**    Please Tick ✔ | **Systematic Policy Analysis** | | |  |
| **Consultation** | | |  |
| **Meeting** | | |  |
| **Service Proposal** | | | √ |
| **Other** | | |  |
| **Please list any other policies**  **that are related to or referred**  **to as part of this analysis** |  | | | |
| **Who does the policy, project function or service affect?**    Please Tick ✔ | **Employees** | | |  |
| **Service Users** | | | √ |
| **Applicants** | | |  |
| **Members of the Public** | | | √ |
| **Other (List Below)** | | |  |

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| **Equality Impact Risk Analysis:** | | |
| **What are the aims and intended**  **effects of this policy, project or**  **function?** | To provide a primary care based phlebotomy service to patients registered with a North East Lincolnshire GP practice. The service will cover primarily adults and children (where the phlebotomist has the appropriate qualification). The service aims to reduce the number of patient visits to the hospital thereby;  Improving the patient experience;  Provide more local, convenient and accessible services;  Encourage closer working between primary and secondary care providers, leading to the provision of more collaborative services;  Ensuring the most cost-effective use of NHS resources. | |
| **Is any Equality Data available**  **relating to the use or**  **implementation of this policy,**  **project or function?**    (See Completion notes) | Yes |  |
| No | √ |
| Where you have answered yes, please incorporate this data when performing the *Equality Impact Assessment Test* (the next section of this document). | |
| **List any Consultation e.g. with**  **employees, service users,**  **Unions or members of the**  **public that has taken place in**  **the development or**  **implementation of this policy,**  **project or function** |  | |
| **Financial Analysis**    If applicable, state any relevant cost implications  (e.g. expenses, returns or savings) as a direct result  of the implementation of this policy, project or  function | **Costs (£m) \***  Implementation £  0  Projected Returns £  0  Projected Savings £  0 | |

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| **Equality Impact Risk Assessment Test:** | | | | |
| **What impact will the implementation of this policy, project or function have on employees, service**  **users or other people who share characteristics protected by *The Equality Act 2010*?** | | | | |
| **Protected**  **Characteristic:** | **Neutral**  **Impact:** | **Positive**  **Impact:** | **Negative**  **Impact:** | **Evidence of impact and if applicable, justification**  **where a *Genuine Determining Reason* exists** |
| **Gender**  (Men and Women) | √ |  |  | There is currently no statistical data in relation to this service.  This service is available to all patients; registered with a North East Lincolnshire GP Practice therefore the impact on gender is neutral. |
| **Race**  (All Racial Groups) |  |  | √ | With the changing demographics within North East Lincolnshire there are an increased number of service users for whom English is not their first language and may have issues understanding professionals and/or literature. |
| **Disability**  (Mental and Physical, Sensory impairment, Autism, mental health issues) |  |  | √ | Potential negative impact for service users who have difficulty understanding or retaining information.  Potential negative impact for service users who are deaf or have hearing difficulties in understanding staff.  Potential negative impact for patients with physical disabilities who have no access to transport and are unable to use public transport to travel to and from the venue. |
| **Religion or Belief** | √ |  |  | As this is a diagnostic service only and appointments are booked directly with patients this should be a neutral impact for religion and belief. |
| **Sexual Orientation**  (Heterosexual, Homosexual  and Bisexual) |  |  | √ | Potential negative impact if the post holder is not adequately trained to understand the issues of patients. |

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| **Equality Impact Risk Assessment Test:** | | | | |
| **What impact will the implementation of this policy, project or function have on employees, service**  **users or other people who share characteristics protected by *The Equality Act 2010*?** | | | | |
| **Protected**  **Characteristic:** | **Neutral**  **Impact:** | **Positive**  **Impact:** | **Negative**  **Impact:** | **Evidence of impact and if applicable, justification**  **where a *Genuine Determining Reason* exists** |
| **Pregnancy and**  **Maternity** | √ |  |  | As this service is available for all adults there would be a neutral impact for pregnancy and maternity. |
| **Transgender** |  |  | √ | Potential negative impact if the post holder is not adequately trained to understand the issues of patients. |
| **Marital Status** | √ |  |  | This service is available to all patients registered with a North East Lincolnshire GP Practice therefore the impact on marital status is neutral. |
| **Age** |  |  | √ | Potential negative impact for the elderly who are unable to drive or use public transport to travel to the GP practice as they would not be eligible for patient transport. |
| **Deprivation** |  | √ |  | North East Lincolnshire has high levels of deprivation. Being able to access this service at their local GP rather than having to travel to the hospital will have a positive impact on this proportion of the local population. |

**This Equality Impact Risk Analysis was completed by: (Name and Department**)

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| **Action Planning:** | | | | |
| **As a result of performing this analysis, what actions are proposed to remove or reduce any risks of**  **adverse outcomes identified on employees, service users or other people who share characteristics**  **protected by *The Equality Act 2010*?** | | | | |
| **Identified Risk:** | **Recommended Actions:** | **Responsible Lead:** | **Completion Date:** | **Review Date:** |
| **Race**  With the changing demographics within North East Lincolnshire there are an increased number of service users for whom English is not their first language and may have issues understanding professionals and/or literature. | A carer, friend or family member may be in attendance to support but not to translate.  If written information is provided, patients should be given details of a website where the information is provided in multiple languages or a website where information can be translated**.** | **Jill Cunningham** |  |  |
| **Disability**  Potential negative impact for service users who have difficulty understanding or retaining information.  Potential negative impact for service users who are deaf or have hearing difficulties in understanding staff.  Potential negative impact for patients with physical disabilities who have no access to transport and are unable to use public transport to travel to and from the venue. | Carers of patients will be able to attend appointments to provide support.  Hearing loop should be available for deaf and hard of hearing.  Patients should be advised of alternative travel such as Dial-a-Ride or Phone-n-Ride. | **Jill Cunningham** |  |  |
| **Sexual Orientation**  Potential negative impact if the post holder is not adequately trained to understand the issues of patients. | Phlebotomists should be trained and professional in dealing with all patients irrespective of personal circumstances of the patient. | **Jill Cunningham** |  |  |
| **Transgender**  Potential negative impact if the post holder is not adequately trained to understand the issues of patients. | Phlebotomists should be trained and professional in dealing with all patients irrespective of personal circumstances of the patient. | **Jill Cunningham** |  |  |
| **Age**  Potential negative impact for the elderly who are unable to drive or use public transport to travel to the GP practice as they would not be eligible for patient transport. | Patients should be advised of alternative travel such as Dial-a-Ride or Phone-n-Ride. | **Jill Cunningham** |  |  |

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| **Completion Notes:** | |
| **Analysis Ratings:** | After completing this document, rate the overall analysis as follows:  **Red:** As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* It is recommended that the use of the policy be suspended until further work or analysis is performed.  **Red Amber:** As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken.  **Amber:** As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning s*ection of this document.  **Green:** As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share *Protected Characteristics* and no further actions are recommended at this stage. |
| **Equality Data:** | Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine *Protected Characteristics* – referred to hereafter as *‘Equality Groups’.*  Examples of *Equality Data* include: (this list is not definitive)  1: Application success rates *Equality Groups*  2: Complaints by *Equality Groups*  3: Service usage and withdrawal of services by *Equality Groups*  4: Grievances or decisions upheld and dismissed by *Equality Groups* |
| **Legal Status:** | This document is designed to assist organisations in *“Identifying and eliminating unlawful Discrimination, Harassment and Victimisation”* as required by *The Equality Act Public Sector Duty 2011.* An Equality Impact Analysis is not, in itself, legally binding and should not be used as a substitute for legal or other professional advice. |
| ***Genuine***  ***Determining***  ***Reason*** | Certain discrimination may be capable of being justified on the grounds that:   1. *A genuine determining reason exists* 2. *The action is proportionate to the legitimate aims of the organisation*   Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Analysis. |