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| **Equality Impact Risk Analysis: Insert title of service/function here** | |
| **Policy / Project / Function/Service:** | Community TB Service |
| **Date of Analysis:** | 23/10/2014 |
| **Analysis Rating:**    (See Completion Notes) | Red Red Amber Green  Amber  x |
| **Type of Analysis Performed:**    Please Tick ✔ | Systematic Policy Analysis    Consultation    Meeting  Service Proposal x  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 x    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 outreach services, particularly to vulnerable communities, for screening and treatment of TB. Outreach services are aimed at people who have difficulty accessing health care for reasons of race, language or socio economic or substance misuse barriers. The outreach service also manages treatment (Directly Observed Therapy) in individuals or families who may be at risk of non-compliance with treatment. The outreach service aims to reduce the risks to these individuals by allowing accessible, person centred and supported care. |
| **Is any Equality Data available**  **relating to the use or**  **implementation of this policy,**  **project or function ?**    (See Completion notes) | Yes    No x  The current service has not been formally commissioned and is not resourced to keep equality data. This will be part of the reporting requirements for the newly commissioned service.  JSNA data informs commissioning of health services in NEL in the case of the TB service we are particularly aware of the migrant population.  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 £  85,301.30  Projected Returns £  Projected Savings £  410,000.00 |

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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) | x |  |  | No change to service provision, therefore a neutral impact for both males and females. However, additional resources to the service will allow for better collection of data relating to protected characteristics. |
| **Race**  (All Racial Groups) |  |  | X | Potential negative impact for service users for who English is not their first language and may have issues understanding and retaining information about their condition and treatment. |
| **Disability**  (Mental and Physical) |  |  | X | Potential negative impact if the premises of the provider do not cater to service users with disabilities (ie: wheelchair access, hearing loop etc).  Potential negative impact for service users with disabilities who may have difficulties understanding and retaining information about their condition and/or treatment. |
| **Religion or Belief** | x |  |  | No change to service provision, therefore a neutral impact for religion and belief. Additional resources to the service will allow for better collection of data relating to protected characteristics. |
| **Sexual Orientation**  (Heterosexual, Homosexual  and Bisexual) | x |  |  | No change to service provision, therefore a neutral impact for sexual orientation. However, additional resources to the service will allow for better collection of data relating to protected characteristics. |

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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** | x |  |  | No change to service provision, therefore a neutral impact for pregnancy and maternity. However, additional resources to the service will allow for better collection of data relating to protected characteristics. |
| **Transgender** | x |  |  | No change to service provision, therefore a neutral impact for transgender. However, additional resources to the service will allow for better collection of data relating to protected characteristics. |
| **Marital Status** | x |  |  | No change to service provision, therefore a neutral impact to marital status. However, additional resources to the service will allow for better collection of data relating to protected characteristics. |
| **Age** | x |  |  | No change to service provision, therefore a neutral impact for age. However, additional resources to the service will allow for better collection of data relating to protected characteristics. |

**This Equality Impact Risk Analysis was completed by: Jill Cunningham, Service Planning and Redesign Team**

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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 NE Lincolnshire there are an increased number of service users who originate from other countries, for whom English is not their first language. | Ensure that health professionals are aware of where to access translation services from so that patients who need such support receive it in a timely manner. Translation should not be provided by a family member, translators should be independent. Outreach services within targeted communities including migrant population, new entrants and traveller populations allow access and treatment compliance among at risk groups. | Jill Cunningham/ Open Door | **March 2015** | **Annual Service Review – March 2016** |
| **Disability**  Potential negative impact if the premises of the provider do not cater for service users with disabilities (ie: wheelchair access, hearing loop etc).  Potential negative impact for service users with disabilities who may have difficulties understanding and retaining information about their condition and/or treatment. | Ensure that premises, if not able to cater for certain disabilities, have alternative methods for patients to access the required treatment (ie: secondary care).  The practice should ensure that they support the service user concerned to ensure their best interests are protected: family member representation, alternative methods of providing information  Outreach services allow screening and treatment programs to be tailored to individual needs | Debbee Walker / The Roxton Practice | **March 2015** | **Annual Service Review – March 2016** |

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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. |