Appendix 4

**Equality Analysis Initial Assessment**

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| **1. Equality Impact Analysis: Local Profile Data** | |
| **Local Profile/Demography of the Groups affected** (population figures)  This is an employment policy and therefore workforce data is more relevant to this Impact Assessment | |
| **General** | Total number of employees in the North Lincs CCG 28 |
| **Age** | No staff employed are under 30  14% of staff are over 55  86 % of staff are aged 30-55 |
| **Race** | 86% of staff employed in the CCG are White  7% of staff are Non-white  7% staff have not stated or defined their ethnicity |
| **Sex** | 50% staff employed are female  50% staff employed are male |
| **Gender reassignment** | No information at this stage |
| **Disability** | **7**% of staff employed declared themselves as having no disability  No staff declared a disability 93% did not declare /undefined |
| **Sexual Orientation** | All staff are recorded as did not wish to respond /undefined |
| **Religion, faith and**  **belief** | All staff are recorded as did not wish to respond /undefined |
| **Marriage and civil**  **partnership** | 86% of employees are married. No employees are in a civil  partnership |

**Pregnancy and maternity**

No information yet as the CCG has not been established long enough to build meaningful data

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| **2. Equality Impact Analysis: Equality Data Available** | |
| **Is any Equality Data available relating to the use or implementation of this policy, project or function?** 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*  5. *Previous EIAs* | Yes - employment profile data only – not implementation and review data  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** | Consultation has taken place both locally and nationally  with Trade Unions and staff |
| **Promoting Inclusivity How does the project,**  **service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation** | This Policy does not directly promote inclusivity, however it  is available to all staff to access and monitoring its use will be important |

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| **3. Equality Impact Analysis: 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:** | **No Impact:** | **Positive Impact:** | **Negative Impact:** | **Evidence of impact and if applicable, justification where a *Genuine Determining Reason* exists** |
| **Gender**  (Men and Women) |  |  |  | Whilst there is no local evidence yet, it is generally the case that women  are more likely to access the childcare break. This is a positive impact, however in a changing society – more men might be likely to take this up as it is open to all. 50% of the staff employed in the CCG are female |
| **Race**  (All Racial Groups) |  |  |  |  |
| **Disability**  (Mental and Physical) |  |  |  | A career break may be offered to support an employee suffering a long  term health condition classed as a disability or with adjusting to a new disability. |
| **Religion or Belief** |  |  |  | A career break could be used to facilitate an employee undergoing a  religious rite of passage or taking an extended faith related journey. |
| **Sexual Orientation (Heterosexual,**  **Homosexual and Bisexual)** |  |  |  |  |

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| **Equality Impact Analysis: Assessment Test (continued)** | | | | |
| **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:** | **No Impact:** | **Positive Impact:** | **Negative Impact:** | **Evidence of impact and if applicable, justification where a *Genuine Determining Reason* exists** |
| **Pregnancy and Maternity** |  |  |  | Employees who wish to extend their leave beyond maternity leave, can use  this policy |
| **Transgender** |  |  |  | A career break may support an employee undergoing gender reassignment |
| **Marital Status** |  |  |  |  |
| **Age** |  |  |  |  |

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| **4. 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:** |
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| **5. Equality Impact Analysis Findings** | | | | |
| **Analysis Rating:** | Red | Red/Amber | Amber | * Green |