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| **1. Equality Impact Analysis** |
| **Policy / Project / Function:** | EMERGENCY PLANNING, RESILIENCE AND RESPONSE |
| **Date of Analysis:** | December 2013 |
| **This Equality Impact****Analysis was completed by: (Name and Department**) | Julie KillingbeckRelationship Manager / Emergency Planning Lead NHS NL CCG |
| **What are the aims and intended effects of this policy, project or****function ?** | To ensure that NHS NL CCG can fulfil its duties as set outin the Health and Social Care Act 2012 and the Civil Contingencies Act 2004 to plan for and respond to emergencies/major incidents that have the potential to cause disruption to service delivery. |
| **Please list any other policies that are related to or referred to as part of this analysis?** | NHS NL CCG Business Continuity PlanNHS NL CCG Emergency Response Framework |
| **Who does the policy, project or function affect ?**Please Tick  | Employees xService Users xMembers of the Public xOther (List Below) |

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| 2. **Equality Impact Analysis: Screening** |  |
|  | Could this policy positive impact on… | have | a | Could this policy negative impact on… | have | a | Is there any evidence which already exists from previous (e.g. from previous engagement) to evidence this impact |
| Yes | No | Yes | No |  |
| **Race** |  | x |  | x |  |
| **Age** |  | x |  | x |  |
| **Sexual Orientation** |  | x |  | x |  |
| **Disabled People** |  | x |  | x |  |
| **Gender** |  | x |  | x |  |
| **Transgender People** |  | x |  | x |  |
| **Pregnancy and Maternity** |  | x |  | x |  |
| **Marital Status** |  | x |  | x |  |
| **Religion and Belief** |  | x |  | x |  |
| **Reasoning** |  |
| **If there is no positive or negative impact on any of the Nine Protected Characteristics go to Section 7** |

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| 3. **Equality Impact Analysis: Local Profile Data** |
| **Local Profile/Demography of the Groups affected** (population figures) |
| **General** | Total population of North Lincolnshire– 167,000 approximately |
| **Age** |  |
| **Race** |  |
| **Sex** |  |
| **Gender reassignment** |  |
| **Disability** |  |
| **Sexual Orientation** |  |
| **Religion, faith and belief** |  |
| **Marriage and civil partnership** |  |
| **Pregnancy and maternity** |  |

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| 4. **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 anddismissed by *Equality Groups*5. *Previous EIAs* | YesNo xWhere 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** |  |
| **Promoting Inclusivity** |  |

#### How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation

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| **5. 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) | x |  |  |  |
| **Race**(All Racial Groups) | x |  |  |  |
| **Disability**(Mental and Physical) | x |  |  |  |
| **Religion or Belief** | x |  |  |  |
| **Sexual Orientation****(Heterosexual, Homosexual and Bisexual)** | x |  |  |  |
| **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** | x |  |  |  |
| **Transgender** | x |  |  |  |
| **Marital Status** | x |  |  |  |
| **Age** | x |  |  |  |

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| **6. Equality Impact Analysis Findings** |
| **Analysis Rating:** |  | Red |  | Red/Amber |  | Amber |  | **X Green** |

**Brief Summary/Further comments**

This policy ensures that NHS NL CCG can respond to emergencies and disruption to services across North Lincolnshire and strengthens the resilience of the organisation to meet the health needs of the population of North Lincolnshire.

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| **Approved By** |
| Job Title: | Name: | Date: |
| RelationshipManager/Emergency Planning Lead | Julie Killingbeck | 03/01/14 |