Appendix 1

### EQUALITY IMPACT ASSESSMENT

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| **1. Equality Impact Analysis** | |
| **Policy / Project / Function:** | Professional Registration Policy |
| **Date of Analysis:** | 1/10/13 |
| **This Equality Impact Analysis was completed by: (Name and Department**) | CSU Workforce Team |
| **What are the aims and intended effects of this policy, project or function ?** | The policy aims to ensure that all staff who are statutorily or organisationally required to be registered with a regulatory organisation/body to practice their speciality/field, are fully aware of their contractual obligation to be registered. The document sets out the role and responsibilities, the monitoring arrangements and the procedure for and implications for lapsed registration |
| **Please list any other policies that are related to or referred to as part of this analysis?** | Recruitment and Selection policy and procedures  Disciplinary Policy |
| **Who does the policy, project or function affect ?**  Please Tick  | * Employees   Service Users Members of the Public   * Other (List Below)   In accordance with NHS Employment Check Standards the  CCG will ensure professional registration checks are undertaken on every prospective employee and staff in ongoing NHS employment. This includes permanent staff, staff on fixed term contracts, volunteers, students, trainees, contractors and staff supplied by agencies. |

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| **2. Equality Impact Analysis: Screening** | | | | |  |
|  | Could this policy have a positive impact on… | | Could this policy have a negative impact on… | | Is there any evidence which already exists from  previous (e.g. from previous engagement) to evidence this impact |
| Yes | No | Yes | No |  |
| **Race** |  |  |  |  |  |
| **Age** |  |  |  |  |  |
| **Sexual Orientation** |  |  |  |  |  |
| **Disabled People** |  |  |  |  |  |
| **Gender** |  |  |  |  |  |
| **Transgender People** |  |  |  |  |  |
| **Pregnancy and Maternity** |  |  |  |  |  |
| **Marital Status** |  |  |  |  |  |
| **Religion and Belief** |  |  |  |  |  |
| **Reasoning** | As yet there has been no evidence of a positive or negative impact. The policy includes a procedure to ensure a clear and consistent application of the principles. No anticipated detrimental impact on any equality group. Makes all reasonable provision to ensure equity of access to all staff. However any review of the policy should cover how it has been applied and not just its intention –therefore employment data included in section3 | | | | |
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| **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 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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| 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 and dismissed by *Equality Groups*  **5.** *Previous EIAs* | * Yes – employment data included for the   purposes of monitoring the impact  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** | Joint Trade Union Partnership Forum |
| **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  applies a framework to follow a clear process to ensure healthcare professionals are appropriately registered |

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



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| **6. 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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| **7. Equality Impact Analysis Findings** | | | | |
| **Analysis Rating:** | Red | Red/Amber | Amber | * Green |