## NELFT FOUNDATION TRUST INITIAL SCREENING EQUALITY IMPACT ASSESSMENT FORM

## **Equality Impact Assessment Tool (Pre Consultation)**

The Equality Impact Assessment is a tool that supports the Trust makes sure their policies, and the ways they carry out their functions, do what they are intended to do for everyone fairly. Equality impact assessment (EQIA) is the process by which the Trust seeks to meet its legal requirements in conjunction with the Equality Act 2010 and to narrow the health inequalities that exist between people from different ethnic backgrounds, people with disabilities, men and women (including transgendered people), people with different sexual orientations, people in different age groups, people with different religions or beliefs and people from different social and economic groups.

Policymakers must screen all policies for their impact on people from each of the groups listed in point 1 below.

If you have identified a potential discriminatory impact of this procedural document which has not been mitigated within the document, please refer it to the Equality and Diversity Manager and arrange to complete a full Equality Impact assessment.

Directorate/Department	B&D CRT & EIP (BDB ICD)
Name of Policy/Service/Function	Consultation Document - Restructuring the CRT and EIP work force in the Barking and Dagenham
New or Existing Policy/Service/Function?	New
Name and role of Person completing the EQIA	HR Manager
Date of Assessment	29 <sup>th</sup> July 2019

Please complete the following questions

		Yes/No	What/Where is the Evidence to suggest this?
	Purpose of the Function		This consultation paper describes the changes proposed to the restructuring of the workforce in the Barking and Dagenham EIP and CRT services to GP network localities
			The Barking and Dagenham CCG's vision (2016-2021) is to combine general practice with other community-based health and social care into a place-based care model with productive general practice at its foundation and GPs overseeing care for their patients. Each of the three existing localities in Barking and Dagenham where neighbouring GP practices work together will be a 'place', and the vision is therefore to establish locality-based care across all health and social care services for the populations within those geographical localities. The strategic health agenda is currently focused on integrated models of care within a range of pathways, especially across physical and mental health.
1	Does the Policy/Service/Function effect one group less or more favourably than another on the basis of:		

Appendix D

					Appendix D
Race, Ethnic origins (including, gypsies and travellers) and		Race	No of staff	% Staff	
Nationality		White	17	48.5%	
		Mixed	-	-	
		Asian	3	9%	
		Black	13	36.5%	
		Other	1	3%	
		Not Stated	1	3%	
		Total	35		
		equally dive	rse and su	pport is	ore ensuring any selection panels are offered to staff who may require it. Link in 3 if required.
Sex (males and females)	Yes	Gender	No of staff	% Staff	
		Female	29	83%	
		Male	6	17%	
		Total	35		
Age	Yes	Age	No	% Staff	
				Staff	-
		21 - 25	2	6%	-
		31 - 35	- 4	11.2%	-
		36 - 40	4	11.2%	$\dashv$
		41 - 45	4	11.2%	$\dashv$
		46 - 50	3	9%	$\dashv$
		51 - 55	8	23%	-
		56 - 60	4	11.2%	-
		61 - 65	4	11.2%	┥
		66 +	2	6%	╡
		Total	35	070	╡
		Total	33		-
		occurs in repercentage	gards to of of staff is t ocess is o	years' e hose age pen, fair	t no indirect of direct discrimination xperience and age. The highest ed between 51-55 years. Ensure that the and transparent and represents the serves.

Appendix D

Delinion Deliaf on Cultura	Yes			0/	Арреник В
Religion, Belief or Culture	res	Religion	No	% Staff	
		Atheism	-	-	
		Christianity	18	51%	
		Buddhism	1	3%	
		Hinduism	1	3%	
		Not Disclosed	12	34%	
		Islam	1	3%	
		Sikhism	-	-	
		Other	2	6%	
		Undefined	-	-	
		Total	35		
		makes it difficult adjustments for t	to asses those sta etings m identify	ss if there a aff. ay explore	eligion/belief or non-belief, which are any particular needs or elidentify any individual needs. hose that require an area to pray or
Disability – mental, physical disability	Yes	Disability	No	% Staff	
and Learning difficulties		No	23	66%	1
		Not Declared	1	3%	
		Undefined	11	31%	†
		Yes		-	-
		Total	35	1	╡
		31% were undef requirements.		refore it is	with 1% of staff did not declare and difficult to assess any impact or
Sexual orientation including lesbian, gay and bisexual people	Yes	Sexual Orientation	No	% Staff	
		Bisexual	- 1	3%	-
		Gay/Lesbian Heterosexual	22	63%	-
		Not Stated	12	34%	-
		Undefined	-	J4 /0 _	+
		Total	35		-
		If any staff require to support this.	•	rt through	any available groups management
				%	
Married/or in civil partnership or	Yes	Marital Status	No		
Married/or in civil partnership or Same Sex marriage	Yes			Staff	_
	Yes	Divorced	5	Staff 14%	-
	Yes	Divorced Married		Staff	
	Yes	Divorced	5 14	Staff 14% 40%	
	Yes	Divorced Married Single	5 14 14	Staff 14% 40% 40%	
	Yes	Divorced Married Single Unknown	5 14 14 1	Staff 14% 40% 40% 3%	

Appendix D

			Appendix B	
			Those who have any caring responsibilities, these should be assessed and considered as part of the consultation process, and during the 1 to 1 sessions with the staff. The consultation may impact on their carer responsibilities.	
	Pregnant/maternity/Paternity leave	Yes	1 staff is on maternity and 1 staff member is on a career break.  Staff to be contacted and fully consulted, inviting them in for any consultation 1 to 1 meetings and making adjustments if required and possible.	
	Transgender reassignment	Not known	Data is not available to assess impact	
2	Is there any evidence that some groups are affected differently? Is the impact of the policy/Guideline likely to be negative?	Yes	Some staff dependent on caring responsibility may require adjustments such as flexible working and these should be considered as part of the consultation process.	
3	Is there a need for additional consultation e.g. with external organisations, service Users and carers, or other voluntary sector groups?	No	London Borough of Barking & Dagenham and the CCG have both implemented the 3 locality model as have NELFTS Adult community services. This consultation proposes to move to a model that supports this infrastructure.	
4	-	Yes	Implementation of the Equality Act 2010.	
5	Can we reduce the impact by taking different actions?	Yes	<ul> <li>Transparency of the process for all staff.</li> <li>Staff engagement and consultation</li> <li>1 to 1 sessions with staff</li> <li>Competitive interviews where applicable in line with HR policy</li> <li>Monitoring and reviewing the process in 3 – 6 months.</li> <li>Support available for staff via the various networks e.g. EMN, Disability, LGBT+, Women's network</li> </ul>	

Name of Director:
This section to be agreed and signed by the Equality and Diversity Manager in agreement with the Equality and Diversity Team
Recommendation Full Equality Impact Assessment required:  NO □ YES
Assessment authorised by:
Name: Harjit K Bansal, Equality and Diversity Manager
Date: 01/08/19

Assessor's Name:

Nicole Madlin

Date: 29th July 2019