

**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.

Polymakers 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	29th July 2019

Please complete the following questions

	Yes/No	What/Where is the Evidence to suggest this?
Purpose of the Function		<p>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</p> <p>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.</p>
1 Does the Policy/Service/Function effect one group less or more favourably than another on the basis of:		

Race, Ethnic origins (including, gypsies and travellers) and Nationality		<table border="1"> <thead> <tr> <th>Race</th> <th>No of staff</th> <th>% Staff</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>17</td> <td>48.5%</td> </tr> <tr> <td>Mixed</td> <td>-</td> <td>-</td> </tr> <tr> <td>Asian</td> <td>3</td> <td>9%</td> </tr> <tr> <td>Black</td> <td>13</td> <td>36.5%</td> </tr> <tr> <td>Other</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Not Stated</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Total</td> <td>35</td> <td></td> </tr> </tbody> </table>	Race	No of staff	% Staff	White	17	48.5%	Mixed	-	-	Asian	3	9%	Black	13	36.5%	Other	1	3%	Not Stated	1	3%	Total	35		<p>The workforce is diverse therefore ensuring any selection panels are equally diverse and support is offered to staff who may require it. Link in with EMN Ambassadors in BDB if required.</p>												
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Sex (males and females)	Yes	<table border="1"> <thead> <tr> <th>Gender</th> <th>No of staff</th> <th>% Staff</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>29</td> <td>83%</td> </tr> <tr> <td>Male</td> <td>6</td> <td>17%</td> </tr> <tr> <td>Total</td> <td>35</td> <td></td> </tr> </tbody> </table>	Gender	No of staff	% Staff	Female	29	83%	Male	6	17%	Total	35		<p>The workforce affects significantly more females than males. Positive action should be considered in order to ensure that the % of males and female staff represent the population in which the service serves.</p>																								
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Religion, Belief or Culture	Yes	<table border="1" data-bbox="721 142 1127 552"> <thead> <tr> <th>Religion</th> <th>No</th> <th>% Staff</th> </tr> </thead> <tbody> <tr> <td>Atheism</td> <td>-</td> <td>-</td> </tr> <tr> <td>Christianity</td> <td>18</td> <td>51%</td> </tr> <tr> <td>Buddhism</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Hinduism</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Not Disclosed</td> <td>12</td> <td>34%</td> </tr> <tr> <td>Islam</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Sikhism</td> <td>-</td> <td>-</td> </tr> <tr> <td>Other</td> <td>2</td> <td>6%</td> </tr> <tr> <td>Undefined</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total</td> <td>35</td> <td></td> </tr> </tbody> </table> <p data-bbox="721 583 1516 674">34% of staff did not disclose their religion/belief or non-belief, which makes it difficult to assess if there are any particular needs or adjustments for those staff.</p> <p data-bbox="721 705 1555 795">Consultation meetings may explore/identify any individual needs. Where required, identify space for those that require an area to pray or observe religious belief.</p>	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	
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Disability – mental, physical disability and Learning difficulties	Yes	<table border="1" data-bbox="721 856 1149 1129"> <thead> <tr> <th>Disability</th> <th>No</th> <th>% Staff</th> </tr> </thead> <tbody> <tr> <td>No</td> <td>23</td> <td>66%</td> </tr> <tr> <td>Not Declared</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Undefined</td> <td>11</td> <td>31%</td> </tr> <tr> <td>Yes</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total</td> <td>35</td> <td></td> </tr> </tbody> </table> <p data-bbox="721 1161 1547 1251">66% of staff declared no disability, with 1% of staff did not declare and 31% were undefined, therefore it is difficult to assess any impact or requirements.</p>	Disability	No	% Staff	No	23	66%	Not Declared	1	3%	Undefined	11	31%	Yes	-	-	Total	35																
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Sexual orientation including lesbian, gay and bisexual people	Yes	<table border="1" data-bbox="721 1283 1149 1545"> <thead> <tr> <th>Sexual Orientation</th> <th>No</th> <th>% Staff</th> </tr> </thead> <tbody> <tr> <td>Bisexual</td> <td>-</td> <td>-</td> </tr> <tr> <td>Gay/Lesbian</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Heterosexual</td> <td>22</td> <td>63%</td> </tr> <tr> <td>Not Stated</td> <td>12</td> <td>34%</td> </tr> <tr> <td>Undefined</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total</td> <td>35</td> <td></td> </tr> </tbody> </table> <p data-bbox="721 1577 1544 1640">If any staff require support through any available groups management to support this.</p>	Sexual Orientation	No	% Staff	Bisexual	-	-	Gay/Lesbian	1	3%	Heterosexual	22	63%	Not Stated	12	34%	Undefined	-	-	Total	35													
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Married/or in civil partnership or Same Sex marriage	Yes	<table border="1" data-bbox="721 1667 1149 1934"> <thead> <tr> <th>Marital Status</th> <th>No</th> <th>% Staff</th> </tr> </thead> <tbody> <tr> <td>Divorced</td> <td>5</td> <td>14%</td> </tr> <tr> <td>Married</td> <td>14</td> <td>40%</td> </tr> <tr> <td>Single</td> <td>14</td> <td>40%</td> </tr> <tr> <td>Unknown</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Widowed</td> <td>1</td> <td>3%</td> </tr> <tr> <td>Total</td> <td>35</td> <td></td> </tr> </tbody> </table>	Marital Status	No	% Staff	Divorced	5	14%	Married	14	40%	Single	14	40%	Unknown	1	3%	Widowed	1	3%	Total	35													
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