

## FULL EQUALITY IMPACT ANALYSIS (EIA) Incorporating:

- Carer Impact Analysis
- Quality & Safety Impact Analysis
- Systems Impact Analysis
- Engagement Log

An Equality Impact Analysis (EIA) must be completed for any change of service (commission, re-commission/redesign, de-commission), policy, strategy or other substantial set of decisions by HCCG, here called 'scheme'. See the accompanying EIA Notes (N#) for explanations and suggestions.

<b>SCHEME TITLE</b>	Copy from Business Case or give a name for the scheme.
<b>SCHEME CRO</b>	Insert name of the lead clinician for this programme
<b>SCHEME SRO</b>	Insert name of the lead manager for this programme
<b>EIA AUTHOR/S</b>	Please insert the name of the EIA author
<b>EIA DRAFTING DATE</b>	Please insert the date the EIA was last updated
<b>PUBLISHING STATEMENT (EIA)</b>	Is there any reason why this EIA should not be published? If yes, please state why.
<b>PUBLISHING STATEMENT (APPENDICES)</b>	Is there any reason why any appendices to this EIA should not be published? If yes, please state why.

<b>SECTION 1: GENERAL INFORMATION</b>	<p><b>Purpose:</b> Copy from Business Case: a concise statement of what the scheme is designed to achieve.</p> <p><b>Links To HCCG Equality Objectives (N2):</b> Insert details of any HCCG Equality Objectives that are progressed via this scheme.</p>
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<b>SECTION 3: EQUALITY IMPACT</b>	<b>Background Risks (N10/N11)</b>	
	Does the scheme bring members of the public into direct contact with each other?	<b>Yes / No</b>
	Is there scope for individual discretion in decisions about treatment of individuals?	<b>Yes / No</b>
	<b>Background Risk of Direct Discrimination (Score 1-5) =</b>	
	Might existing disadvantages make it less likely some protected groups will benefit?	<b>Yes / No</b>
	Does the scheme include positive action?	<b>Yes / No</b>
	Are several parties (providers, teams etc.) involved in delivering the scheme?	<b>Yes / No</b>
	<b>Background Risk of Indirect Discrimination (Score 1-5) =</b>	

POPULATIONS (‘Protected Characteristics’) (N6)	Risk that the scheme will have a negative impact on equality (N10)				Consider Mitigating Actions
	Likelihood 1-5 where 5 = High	Please describe possible impact and reason	Scale of impact 1-5 (N12)	Total = (Risk x Scale)	Y/N
<b>Age</b>					
<i>U5</i>					
<i>U18</i>					
<i>18-35</i>					
<i>35-60</i>					
<i>60+</i>					
<i>Age Other</i>					
<b>Disability</b>					
<i>Carers (E07)</i>					
<i>Carers 50+ hours/wk</i>					
<i>Learning Disabled</i>					
<i>Mental Health</i>					
<i>Mobility Impaired</i>					
<i>Deaf / Hearing Impaired</i>					
<i>Blind / Visually Impaired</i>					
<i>Chronic and Long term</i>					
<i>Disability Other</i>					
<b>Gender Reassignment</b>					
<i>Pre-Operative</i>					
<i>Post-Operative</i>					
<b>Marriage &amp; Civil Partnership</b>					
<b>Pregnancy &amp; Maternity</b>					
<i>Pregnancy</i>					
<i>Maternity – 6 mths from birth</i>					
<b>Race, (incl. Ethnicity, Country of origin) (In order by Hillingdon Census 2011)</b>					
<i>White Engl/Ire/Scot/Welsh</i>					
<i>Asian Ind/Pak/Bang</i>					
<i>Asian Other Chinese/Tamil/Afghan/++</i>					

<i>White Other (incl EU)</i>					
<i>Black African</i>					
<i>Mixed/Multiple</i>					
<i>Black Caribb/Other</i>					
<i>Other</i>					
<b>Religion &amp; Belief )(In order by Hillingdon Census 2011)</b>					
<i>Christian</i>					
<i>None or not say</i>					
<i>Muslim</i>					
<i>Hindu</i>					
<i>Sikh</i>					
<i>Buddhist</i>					
<i>Jewish</i>					
<i>Other</i>					
<b>Sex</b>					
<i>Female</i>					
<i>Male</i>					
<b>Sexual Orientation</b>					
<i>Lesbian</i>					
<i>Gay</i>					
<i>Bi-Sexual</i>					
<i>Heterosexual</i>					
<b>EO5 BME Children Under 5</b>					
<b>EO6 BME Young People and Adults and Mental Health</b>					

<b>Mitigating Actions (N13)</b>	<b>Benefits (Tangible/Intangible)</b>	<b>Issues and Risks</b>
1.		
2.		
3.		

<b>SECTION 4: EQUALITY EVIDENCE</b>	<p>Please attach any data generated specifically for this scheme/EIA as appendices, including any internal reviews of equality data, PPI Engagement Logs (N15) etc.</p> <p>For pre-existing data, please give document details, source and date</p> <p>Note on EIA Front page/Tracking if there is any reason not to publish appendices.</p>
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SOURCE OF EQUALITY DATA	Equality Data / Document details (/online address)	Date
<b><i>HCCG Internal Equality Evidence</i></b>		
PPI/Patient Experience/Engagement* (See below)		
EMIS/Bus. Intell/WHYSE/Other		
Provider/Performance/KPI		
Complaints		

Insert additional areas of evidence as appropriate.

<b><i>Other Hillingdon/West London Equality Evidence</i></b>		
JSNA / Census		
Voluntary/Community		
Other BHH / NWL		

<b><i>Other London/National Equality Evidence</i></b>		
NHS England		
National Surveys eg. NHS Patient Survey		
Dept of Health		
NICE eg. Equality Assessmt		
EHRC		
Voluntary Sector/ Academic sources on equality		

<b>EQUALITY MONITORING/ EVIDENCE/EIA REVIEW (N14)</b>	How will the scheme collect data on equality? Eg. profile of service users.
	Who will review equality data, how and when?
	Who will deal with any concerns emerging from data/EIA reviews and how?

<b>QUALITY &amp; SAFETY IMPACT</b>	<b>This section is required to enable HCCG to consider the Quality &amp; Safety Impact of the service or change being proposed.</b>	
<b>Area</b>	<b>Impact</b> 1-9 where: 1 = Highly –ve 5 = Neutral 9 = Highly +ve	<b>Please describe reason for Impact Score &amp; any mitigating actions required.</b>
<b>Clinical Quality</b>		
<b>Patient Safety</b>		
<b>Patient Experience</b>		
<b>Operational Effectiveness</b>		
<b>HCCG Reputation</b>		
<b>Provider Reputation/s</b>		

<b>SYSTEM IMPACT</b>	<b>This section is required to enable HCCG to consider the impact on other parts of the health and social care economy through the service/change proposed.</b>	
<b>Area</b>	<b>Impact</b> 1-9 where: 1 = Highly –ve 5 = Neutral 9 = Highly +ve	<b>Please describe reason for Impact Score &amp; any mitigating actions required.</b>
<b>Carers</b>	<b><i>Response To Be Completed Above Under EIA</i></b>	
<b>Primary Care (including GPs)</b>		
<b>Community Health Services</b>		
<b>Mental Health Services</b>		
<b>Planned Care Services</b>		
<b>Unplanned Care Services</b>		
<b>Social Care/Local Government</b>		
<b>Voluntary/Third Sector</b>		
<b>General Public</b>		
<b>Others (Please Detail)</b>		

