

Impact Assessment

Background

- Description of the aims of the policy
- Context in which the policy operates
- Who was involved in the Equality Impact Assessment

The purpose of this strategy is to provide a robust framework for effective communications and engagement with the Trust's wide, many and varied 'Stakeholders'.

Methodology

- A brief account of how the likely effects of the policy was assessed (to include race and ethnic origin, disability, gender, culture, religion or belief, sexual orientation, age)
- The data sources and any other information used
- The consultation that was carried out (who, why and how?)

The strategy equally affects the many and varied Stakeholders of the Trust as identified within the document. The Strategy recognises that the communication and engagement needs of the wide group of Stakeholders may be different and the Strategy will seek to meet individual needs through annual action planning.

Key Findings

- Describe the results of the assessment
- Identify if there is adverse or a potentially adverse impacts for any equalities groups

No adverse or potentially adverse impacts have been assessed for any equalities groups.

Conclusion

- Provide a summary of the overall conclusions

This is a strategic document that describes the Trust's approach to Communications and Engagement with internal and external stakeholders in accordance with Statutory Regulations and Guidelines. The Strategy recognises that, while the needs of the wide group of internal and external Stakeholders may be different, the Strategy commits to meeting the wide communications and engagement agenda.

Recommendations

- State recommended changes to the proposed policy as a result of the impact assessment
- Where it has not been possible to amend the policy, provide the detail of any actions that have been identified
- Describe the plans for reviewing the assessment

No changes are recommended. The Strategy will be subject to annual review and action planning.

Guidance on Equalities Groups

Race and Ethnic origin (includes gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)	Religion or belief (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)
Disability (consider communication issues, access to employment and services, whether individual care needs are being met and whether the policy promotes the involvement of disabled people)	Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)
Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)	Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist, for example, using titles of senior or junior)
Culture (consider dietary requirements, family relationships and individual care needs)	Social class (consider ability to access services and information, for example, is information provided in plain English?)