

Equality Impact Assessment Summary

Name of Author: Jane Gear

Policy/Service: Register of Interests

Background

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

The Policy is developed in the light of the NHS Code of Accountability (1994) and supports the content of the Trust's Standing Orders.

This is also in line with the principles of the Code of Governance produced by Monitor for FTs and the Combined Code of Governance.

The intention of the Policy is to make explicit what external interests must be declared, how this is achieved and recorded, and where it will be publicised.

The impact assessment has been undertaken by the Policy author

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 Policy was circulated for consultation to the executive Directors, Head of risk and Integrated governance and the Local Counter fraud Specialist.

This is a regulatory policy applicable to all and is consistent with national practice. It is not likely to impact unfairly on any group

<p>Key Findings</p> <ul style="list-style-type: none"> Describe the results of the assessment Identify if there is adverse or a potentially adverse impacts for any equalities groups
<p>None identified</p>
<p>Conclusion</p> <ul style="list-style-type: none"> Provide a summary of the overall conclusions
<p>The Policy does not have any adverse effect on any particular group</p>
<p>Recommendations</p> <ul style="list-style-type: none"> 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
<p>None required</p>

Guidance on Equalities Groups

<p>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)</p>	<p>Religion or belief (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)</p>
<p>Disability (consider communication issues, access to employment and services, whether individual care needs are being met)</p>	<p>Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of</p>

and whether the policy promotes the involvement of disabled people)	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?)