

EQUALITY IMPACT ASSESSMENT TOOL

| | | Yes/No | Comments |
|-----------|--|--------|--|
| 1. | Does the policy/guidance affect one group less or more favourably than another on the basis of: | | For each category describe how you have involved stakeholders including service users and employees |
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| | Race and Ethnic origin (include gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment) | No | |
| | 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) | No | |
| | Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific) | Yes | gender of nurse: in some situations it may be appropriate for a member of the opposite sex to special a patient, in others it may be more appropriate to have the same sex nurse specialising the patient and providing the 1:1 care. This will be determined by the situation. |
| | Culture (consider dietary requirements and individual care needs) | No | |
| | Religion or belief (include dress, individual care needs and spiritual needs for consideration) | No | |
| | Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs) | No | |
| | Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist) | No | |
| 2. | Is there any evidence that some groups are affected differently? | No | |
| 3. | If you have identified potential discrimination, for example, less than equal access, are any exceptions valid, legal and/or justifiable, for example a genuine occupational qualification? | N/A | |
| 4. | Is the impact of the policy/guidance likely to be negative? | No | |
| 5. | If so can the impact be avoided? | N/A | |

| | | Yes/No | Comments |
|----|--|--------|----------|
| 6. | What alternatives are there to achieving the policy/guidance without the impact? | N/A | |
| 7. | Can we reduce the impact by taking different action? | N/A | |

The options to be considered are as follows:-

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| No further action required | YES |
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| Further Impact Assessment | No |
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If the baseline equality impact assessment reveals that the specific policy is likely to have an adverse impact on some equality groups (e.g. racial groups) then there is a need to consider ways of dealing with the differential impact.

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| Any other action required | No |
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Please provide further details.