

Equality Impact Assessment (EIA) Stage 1

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| Policy or service being assessed: 3.14 Alcohol and Substance Misuse Policy | | |
| Lead Person: Kerry Smith, Associate Director of Workforce | | |
| Person(s) responsible for carrying out the assessment (if not the Lead Person). Lisa Bennett, Workforce Business Partner | | |
| 1. Is this a new or existing policy or service? | Existing policy | |
| 2. What is the expected outcome of the service / policy? (e.g. aims, objectives and purposes of the service / policy, standards for practice). | How to support staff who are dealing with alcohol and drug related issues | |
| 3. Does this policy / service link to others? If yes please state link below: | Yes - Staff Sickness and Disciplinary policies. | |
| 4. Who is intended to benefit from the policy / service? In what way? | Managers who need guidance on the support that staff may need; staff members to understand the remits of the policy and their responsibilities. | |
| 5. How is the policy / service to be put into practice? Who is responsible? | The Policy will be enacted primarily by managers who will be supported by HR, Occupational Health and Staff Side colleagues | |
| 6. How and where is information about the policy / service publicised? Example on the Trust Staff Information desk. | SID | |
| 7. What regular consultation do you carry out with different communities and groups re the policy / service? | The policy affects employees only and relevant staff side representatives were therefore consulted through PWG and JNCC. | |
| 8. Are there concerns that the policy / service could have an adverse impact because of: | <u>Yes/No</u> | If YES, please state evidence (either presumed or otherwise) |
| • Age | No | Local evidence (Substance Misuse Directorate) suggests there may be a higher propensity to alcohol problems in the age 50+ group of staff. |
| • Disability | No | Staff who disclose an alcohol or drug related problem will be offered support to address this/these problem(s). However, persistent |

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| | | infringement or acts of gross misconduct may result in dismissal. Long term or intermittent absence will be managed through the Trust's Sickness Absence Policy. |
| <ul style="list-style-type: none"> • Gender / Gender Reassignment | No | Evidence suggests slightly greater drinking in the males than females. The trans population is at increased risk of alcohol and substance misuse related problems. |
| <ul style="list-style-type: none"> • Marriage or Civil Partnership | No | |
| <ul style="list-style-type: none"> • Pregnancy or maternity | No | |
| <ul style="list-style-type: none"> • Ethnicity | No | |
| <ul style="list-style-type: none"> • Religion or Belief | No | |
| <ul style="list-style-type: none"> • Sexual Orientation | No | There is a higher incidence of alcohol and drugs misuse in the LGBT population than in the population as a whole. |
| 9. Do the differences amount to discrimination and the potential for adverse impact in this policy? | N/A | |
| 10. If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason i.e. Indirect discrimination can be justifiable sometimes when a service is being provided for a particular target group e.g. Asian women's breast screening, Gay men's sexual health clinic, gender specific services /environments | N/A | |
| If YES, please give reasons: | N/A | |
| 11. Do you think this policy / service specifically contributes to promoting equality and diversity in North Staffordshire? If so, in what way? Please note any examples of good practice | No. | |
| 12. What approaches will you take to get feedback on your assessment? | The assessment will be sent to the Trust Diversity & Inclusion Manager for consideration. | |
| 13. Will the assessment link to other | No | |

