

Equality Impact Assessment (EIA)

Stage 1: Screening Assessment

Name of Policy or Service being assessed:	3.09 Freedom to Speak Up Policy (formerly Raising Concerns)
Policy Lead:	Patrick Ross-Osborne
Person(s) responsible for completing the assessment (if not the Policy Lead:	n/a

The Equality Impact Assessment is a written record that demonstrates that the policy lead has shown *due regard* with respect to the characteristics protected by the Equality Act 2010 to the need to:-

- i. **eliminate unlawful discrimination,**
- ii. **advance equality of opportunity,** and
- iii. **foster good relations** between persons with different characteristics

1. Is this a new or existing policy?	Existing
2. What is the aim/expected outcome of the policy/ service? (e.g. objectives and purposes of the policy/ service, standards for practice)?	The policy provides a framework for the raising of concerns, and lays out the support to staff available.
3. Does this policy/ service link to others? If yes please state link:	Yes – Grievance (mutually exclusive to) and Complaints (in that members of the public can ‘raise concerns’ through the complaints policy, and are not covered by PIDA.
4. Who is intended to benefit from the policy/ service? In what way? <i>eg. all staff and service users</i>	Service users, relatives. Concerns can be about a range of issues, however ultimately they all lead back to patient care, since there must be a ‘public interest’ to engage the provisions of this policy.
5. How is the policy / service to be put into practice? Who is responsible?	Once embedded, the responsibility on all staff to raise concerns appropriately is explicit. The responsibility of managers to support the raising of concerns is detailed in Appendix 5 of the policy.
6. How and where is information about the policy/ service publicised? <i>Eg on the Trust intranet, and the internet/portal.</i>	The policy will be stored on and accessed via the Trust intranet, however there will be multiple mechanisms to bring the policy to the attention of staff such as the weekly Newsround and Team Brief.
7. What regular consultation do you carry out with different communities and groups re the policy/ service?	N/A as internal only

8. Equality Strands Are there concerns that the policy / service could have an adverse impact on:-	<u>Yes /No</u>	If YES, please state evidence (either presumed or otherwise). Please also include other relevant comments and considerations in relation to each protected characteristic area and this particular policy/service/ development.
<ul style="list-style-type: none"> • Age (eg consider impact on younger people/ older people) 		No issues identified
<ul style="list-style-type: none"> • Disability (remember to consider physical, mental and sensory impairments) 		No issues identified
<ul style="list-style-type: none"> • Sex/Gender (any particular impact on males, females, also consider impact on those responsible for childcare) 		No issues identified
<ul style="list-style-type: none"> • Gender identity and gender reassignment (ie impact on people who identify as trans or non-binary) 		No issues identified
<ul style="list-style-type: none"> • Race / ethnicity / ethnic communities / cultural groups (include those with foreign language needs, including European countries) 		No issues identified
<ul style="list-style-type: none"> • Pregnancy and maternity, including adoption (ie impact during pregnancy and the 12 months after; including for both heterosexual and same sex couples) 		No issues identified
<ul style="list-style-type: none"> • Sexual Orientation (impact on people who identify as lesbian, gay or bi – whether stated as ‘out’ or not) 		No issues identified
<ul style="list-style-type: none"> • Marriage and/or Civil Partnership (including heterosexual and same sex marriage) 		No issues identified
<ul style="list-style-type: none"> • Religion and/or Belief (includes those with religion and /or belief and those with none) 		No issues identified
<ul style="list-style-type: none"> • Other equality groups? (may include groups like those living in poverty, sex workers, asylum seekers, drug addicts, prison and (ex) offending population, gypsy/Romany and travelling communities and others who may be disadvantaged in some way, who may or may not be part of the groups above equality groups) 		No issues identified

<p>9. Do any differences identified above amount to discrimination and the potential for adverse impact in this policy?</p>	<p>No</p>
<p>If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason</p> <p><i>ie. 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</i></p>	<p>n/a</p>
<p>10. Do you think this policy / service /development specifically contributes to promoting equality, diversity and inclusion in North Staffordshire?</p> <p>If so, in what way?</p> <p>Please note any examples of good practice</p>	<p>This policy ensure that staff who raise concerns are treated fairly and within an appropriate framework, and that they are able to access and receive appropriate support.</p> <p>It supports the raising and addressing of issues of inequity in relation to protected characteristics, amongst other issues.</p>
<p>11. What approaches will you take to get feedback on your assessment?</p>	<p>Share with D&I Lead</p>

In the case of a negative impact being identified above, please indicate any measures planned to mitigate against this by completing Stage 2, Full Impact Assessment as below:-

Stage 2: Full impact assessment

What is the impact?	Mitigating actions	Monitoring of actions
<p>n/a</p>		

Yes

No

<p>Do you need any additional assistance to help you carry out the full assessment?</p>		<p>X</p>
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Signed (Policy Lead Assessor)
Date

Patrick Ross-Osbourne
28 July 2017

GETTING FEEDBACK AND ADVICE

Feedback should now be sought from the Diversity and Inclusion Lead by emailing them at Diversity@northstaffs.nhs.uk

What feedback / guidance was provided?

Minor amendments agreed.

LF

**Counter-signed
(Diversity & Inclusion Lead)**



Lesley Faux

Date

28 July 2017

COMPLETED FORMS – Please forward to the Diversity and Inclusion Lead via email: Diversity@northstaffs.nhs.uk

Telephone queries to: 0300 123 1535 ext 2814