

## Equality Impact Assessment (EIA)

### Stage 1: Screening Assessment

**Name of Policy or Service being assessed:**

**3.37 On-Call Policy**

**Policy Lead:**

Director of Leadership and Workforce

**Person(s) responsible for completing the assessment (if not the Policy Lead:**

Sara Copestake, Workforce Business Partner

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 of the policy/ service? <i>ie. to ensure the Trust meets best practice for ....</i>	This policy sets out the Trust's local arrangements for the payment of on-call work under the national framework of Agenda for Change. The Trust is committed to the operation of contractual on-call arrangements and payment systems that are fair, consistent and equitable.
3. What is the expected outcome of the policy/ service? (e.g. objectives and purposes of the policy/ service, standards for practice)?	This policy applies to the posts of all employees covered by the Agenda for Change Terms and Conditions of Service, regardless of pay band. It does not cover on-call payment arrangements for Directors, medical and dental posts, or the posts of workers not employed by the Trust. Refer to individual Terms and Conditions of employment  In implementing this policy, managers must ensure that all staff are treated fairly and within the provisions and spirit of the Trust's approach to Diversity and Inclusion, as well as relevant legislation and NHS requirements.
4. Does this policy/ service link to others? If yes please state link:	Flexible Working Policy Agenda for Change Terms and Conditions of Service
5. Who is intended to benefit from the policy/ service? In what way? <i>eg. all staff and service users</i>	All staff and Service users

5. How is the policy / service to be put into practice? Who is responsible?	On-call arrangements should match the service requirements and be reviewed regularly in the light of changing service needs. The normal individual and departmental working hours of a department/ service must be determined locally with reference to service need.	
6. How and where is information about the policy / service publicised? Eg on the Trust intranet, and the internet/portal.	Trust Intranet; SID	
7. What regular consultation do you carry out with different communities and groups re the policy / service?	Review every 3 years or sooner if necessary	
<b>8. Equality Strands</b> Are there concerns that the policy / service could have an adverse impact on:-	<b><u>Yes/No</u></b>	<b>If YES, please state evidence (either presumed or otherwise).</b> 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"> <li>• <b>Age</b> (eg consider impact on younger people/ older people)</li> </ul>	No	No impact
<ul style="list-style-type: none"> <li>• <b>Disability</b> (remember to consider physical, mental and sensory impairments)</li> </ul>	No	No impact at this time, however if made aware, the Line Manager can agree reasonable adjustments where necessary and appropriate
<ul style="list-style-type: none"> <li>• <b>Sex/Gender</b> (any particular impact on males, females, also consider impact on those responsible for childcare)</li> </ul>	No – except for legacy issue with regard to on-call payments.	<p>There is a legacy issue with regard to application of rates of pay and frequency of individual on-call requirement.</p> <p>This issue applies to existing on-call participants at the time of writing but will not apply to those who join the on-call rota from this point forward.</p>
<ul style="list-style-type: none"> <li>• <b>Gender reassignment</b> (ie impact on people who identify as trans or non-binary)</li> </ul>	No	No impact
<ul style="list-style-type: none"> <li>• <b>Race / ethnicity / ethnic communities / cultural groups</b></li> </ul>		No impact
<ul style="list-style-type: none"> <li>• <b>Pregnancy and maternity, including adoption</b> (ie impact during pregnancy and the 12 months after; including for both heterosexual and same sex couples)</li> </ul>	Potential impact	A pregnancy risk assessment should be undertaken with regard individual circumstances and need

<ul style="list-style-type: none"> <li>• <b>Sexual Orientation</b> (impact on people who identify as lesbian, gay or bi – whether stated as ‘out’ or not)</li> </ul>	No	No impact
<ul style="list-style-type: none"> <li>• <b>Marriage and/or Civil Partnership</b> (including heterosexual and same sex marriage)</li> </ul>	Potential impact	<p>There is a potential impact on family life for managers on the on-call register. However, this is mitigated by maintenance of a sizeable pool of managers on the on-call list to ensure that on-call commitment is not excessive (usually not more than one in 12). Generally issues are dealt with by telephone and out of hours attendances are extremely rare, thus limiting disruption to family life.</p> <p>There is flexibility within the on-call system for managers to swap their commitment with a colleague to enable them to meet family, religious and other needs.</p>
<ul style="list-style-type: none"> <li>• <b>Religion and/or Belief</b> (includes those with religion and /or belief and those with none)</li> </ul>	Potential impact	<p>There is potential for on-call demands to arise during religious festivals or during times when the manager on-call would otherwise wish to engage in religious activities or observance.</p> <p>There is flexibility within the on-call system for managers to swap their commitment with a colleague to enable them to meet family, religious and other needs.</p> <p>On-call telephone calls tend to be short in duration and infrequent, enabling time between calls.</p>
<p><b>8. Do any differences identified above amount to discrimination and the potential for adverse impact in this policy?</b> If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason ie. Indirect discrimination can be justifiable sometimes when a service is being provided for a particular target group (if yes above, please add explanation/reasons)</p>	Yes	

