

Equality Impact Assessment Policy

1. Quick Reference Guide

This policy and its associated guidance are Equality Impact Assessment (EIA) Process.

The policy intends to highlight the importance of the EIA tool and helps explain the role it plays in ensuring that Salisbury NHS Foundation Trust meet legal equality duties and develop policies and practices that align with the requirements of the diverse communities that we both employ and serve.

Version Details

Version No.	Updated by	Updated on	Description of changes
1.0	Head of Diversity and Inclusion	June 2020	New Policy

2. Statement of Intent

- 2.1 Salisbury NHS Foundation Trust respect and value the diversity of our patients, their relatives and carers and our staff are committed to meeting the needs and expectations of the diverse communities we serve.
- 2.2 In order to achieve the above ambition we need to identify the impact our policies, processes and decisions have on our people, our patients and our local communities. The EIA process helps provide such assurance.

3. Benefits to the Organisation

- 3.1 An EIA is a business planning tool to help make sure that we carry out our functions and deliver our services in the way they are intended for everybody
- 3.2 EIA's make sure we meet our legal equality duties through assessment of the likely (or actual) effects of our policies, functions or services on the diverse communities we serve. This includes identifying benefits for different groups, looking for opportunities to promote equality that have been previously missed, as well as assessing negative impacts that can be removed, mitigated or justified.
- 3.3 The EIA process has been designed to be flexible and look at all impacts of our decisions, policies, functions and practices both positive and negative. It is not restricted to looking at those with protected characteristics. It is an inclusive process which covers equality impact, community impact and workforce impact.
- 3.4 clear about the considerations you have taken and be open to challenge.

7. Responsibility for undertaking an Equality Impact Assessment

7.1 An EIA should be completed by at least two people.

7.2 Those with ownership of the function, policy, process or decision will be able to undertake a lot of the background work for themselves, but the focus of the EIA is a thought process that is influenced by discussion. It is important that the EIA is considered by at least two people. This should include:

A manager who can make decisions about the final content. The manager may be nominated by the owner of the function, policy, process or decision and at least one of the following;

An operational worker who delivers the service, and/or
An informed observer who can challenge and question (maybe a member of our staff networks).

7.3 **EIA Lead:** One person will be chosen to lead the EIA process. This person should be identified at the beginning of the EIA form. They are responsible for driving the EIA and liaising with the Head of Diversity & Inclusion if necessary.

7.4 The person nominated as the EIA Lead **must** complete the MLE e-learning session entitled **must** endorse the EIA Form with the date they completed this training, in the appropriate section.

7.5 **Head of Diversity and Inclusion:** The Head of Diversity and Inclusion is responsible for also be responsible for

issue each one a unique number.

8. Communication

8.1 This policy will be available on the Tru .

8.2 All our people will be made aware of this policy and have access to it prior to being expected to undertake an IA

9. Equality Impact Assessment for Policies

Salisbury NHS Foundation Trust aims to design and implement services and policies that meet the diverse needs of its services, population and workforce, ensuring that none are placed at a disadvantage over others

quality Impact Assessment Tool
which was presented to the ratifying committee.

10. Monitoring and Review

This policy will be reviewed by the Workforce Manager on an annual basis to ensure compliance with appropriate legislation

11. Appendices

A Equality Impact Assessment

B Implementation Plan

- C EIA Form
- D EIA Guidance

Post Holder /Author Responsible for Policy:	Head of Diversity and Inclusion
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Approved By:	
Ratified by:	
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