

EQUALITY ANALYSIS

- **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Please consider whether the policy or function/service/proposal, is likely to have an adverse impact on grounds of: **race, disability, age, religion or belief, sex or sexual orientation, gender re-assignment, pregnancy and maternity, marriage or civil partnership, deprivation or human rights.**

Please include this in the preparation to write a policy and refer to the "Policy on Writing Policies."

Equality Analysis
Policy / Plan / proposal name: Business case to develop an Integrated Spinal Pathway
Date of Policy/Business Case 23/07/2012
Date due for review October 2013 (Integrated Spinal Pathway to be implemented in October 2012).
Lead person for policy and equality analysis John Groom, Divisional General Manager, MARS Division
Does the policy /proposal relate to people? If yes please complete the whole form. YES /NO
The only policies and proposals not relevant to equality considerations are those not involving people at all. (E.g Equipment such as fridge temperature)
<p>1. Identify the main aim and objectives and intended outcomes of the policy.</p> <p>Who will benefit from the policy/ proposal?</p> <p>How is the policy likely to affect the promotion of equality considering: age, disability, gender, gender re-assignment, race, religion or belief, sexual orientation, pregnancy and maternity or human rights?</p> <p>The policy provides improved access to spinal services for all patient groups and therefore has no impact on patients with regard to equality as mentioned above.</p>

2. Involvement of stakeholders.

List who has been involved in the policy/proposal development? Consider external diverse views from people with the different personal characteristics. Look at the intranet equality analysis guidance for more information on seeking views and involving the public.

The business case has been developed taking account of the views of commissioner who represent patients; and a broad spectrum of staff have been consulted to inform the business case also.

3. Evidence.

Look at all the evidence of the different ways the policy/ proposal may affect different groups. List the sources of data you have reviewed to decide on the impact on each of the equality groups. (E.g. national research, local population information, information on the equality intranet, PALs, complaints and patient feedback).

Population information on www.healthprofiles.info search for Oxfordshire.

Information from the following sources has been used to support the business case:-

National research (including from specialist commissioning)

Local and regional population information

Complaints

Mortality and Morbidity meeting minutes

Patient Feedback

Disability Have you consulted with someone who has a disability?

Attitudinal, physical and social barriers E.g People who are deaf need to have access to British Sign Language; people with a learning disability needs access to additional support and easy read information; people who have a physical disability must not be disadvantaged in accessing facilities such as for toilet/bathing.

All the above have been considered as part of the previous service delivery, and are regular monitored as part of the Divisional Governance Framework

Sex

Consider the potential impact on men and women E.g same sex accommodation and personal care.

No impact

<p>Age Will different age groups be affected differently? Is any age group at a disadvantage?</p> <p>No impact, the reconfigured service actually improves access for paediatric and adult patients.</p>
<p>Race Consider the impact of this policy/proposal on different ethnic groups such as gypsies and travellers or people who do not speak English. Consider cultural implications of what is proposed in the policy.</p> <p>No impact</p>
<p>Sexual orientation Consider the effect on heterosexual, gay, lesbian and bi-sexual people. Document any considerations. Consider staff attitude and involvement of same sex partners.</p> <p>No impact</p>
<p>Pregnancy and maternity Will the policy affect people who are pregnant or who have children less than one year differently? Consider working arrangements, part time working, caring responsibilities and breast-feeding facilities.</p> <p>No impact</p>
<p>Religion or belief. Will the proposal affect people of different religions or belief differently? E.g Consider implications for practicing their religion, dietary, fasting and festivals. Consult with ORH Chaplaincy Team for advice and guidance about how the policy may affect different groups, positively or negatively.</p> <p>No impact</p>
<p>Gender re-assignment. Will the policy or proposal affect transgender or transsexual people differently? Consider privacy issues and potential for harassment.</p> <p>No impact</p>
<p>Marriage or civil partnerships:</p> <p>No impact</p>
<p>Carers Remember to ensure carers are fully involved, informed, supported and they can express their concerns. Consider the need for flexible working.</p> <p>The reconfigured service improves access therefore supporting flexible working arrangements</p>

for patients, carers and staff.

Other potential impacts e.g. culture, human rights, socio economic e.g. homeless people

No impact

Section 4 Summary of Analysis

Does the evidence show any potential to discriminate?

Please state how the policy or proposals impact on elimination of discrimination, harassment and victimisation. (age, disability, sex, gender re-assignment, pregnancy and maternity, race, religion or belief, sexual orientation, marriage and civil partnerships and human rights). Are there any barriers to access or engagement?

There is no potential to discriminate, and also no barriers to access or engagement.

How will you reduce any negative impacts?

Not applicable

If your assessment shows the policy or proposal is likely to have an adverse impact on a particular group and a potential to discriminate, please decide whether to:

- Make changes that will reduce concerns.
- Consider different ways of putting the proposed policy into practice, to reduce its potential to affect some groups adversely.
- Find alternative means of achieving the policy.
- Justify the policy, even though it could affect some groups adversely.
- Are you sure you can legally justify the action?

If there is no alternative action to avoid discrimination please explain why.

- 4.1 Are there aspects that could be changed? Could additional measures be taken to reduce or remove adverse impact without affecting the policy's overall aims?
- 4.2 If you decide the policy needs to go through without alteration, despite adverse impact, are you sure you can legally justify this action?
- 4.3 How does the policy promote equality of opportunity?

Not applicable

How does the policy **advance equality of opportunity?** (Age, disability, sex, gender re-assignment, pregnancy and maternity, race, religion or belief, sexual orientation and human rights). This means minimizing disadvantage and meeting the needs of people, with protected

characteristics and promoting their participation.

The business case advances equality by providing increased capacity and therefore access for all patient groups.

How does the policy **promote good relations between groups?** (Promoting understanding)

Reduced prioritisation of cases, therefore reduced perceptions in relation to being unfairly treated

These prompts are intended to help you answer the questions more fully.

The purpose

- 1.1 What is the main purpose of the policy or function?
- 1.2 What are you trying to achieve through the policy?
- 1.3 Have you involved stakeholders, patients, carers or the public in the policy development?
- 1.4 The wider involvement would help you identify and evidence whether the policy is required and may give you some information about how the policy may be implemented to avoid any discrimination.
- 1.5 What criteria are you going to use to measure progress towards the stated outcomes?
- 1.6 Can you look at practice elsewhere and gain from their experiences?

Considering the evidence

- 2.1 What information do you need to develop an effective policy?
- 2.2 **Speak to people who will be affected by the policy.**
- 2.3 Is more information required to ensure there is not any adverse impact on a particular group?
- 2.4 **If there is insufficient information you may need to make a judgement this time and ensure that information is collected for the next review.**
- 2.5 Could other Trusts with similar policies advise as to what information they found useful? Please see the equality, diversity and human rights intranet site for sources of information.
- 2.6 In order to be fully informed before you write the policy or proposal, please consider possible sources of information such as:
PALS, Complaints analysis, risk management, demographic data, recent research findings and surveys, studies of deprivation, equality monitoring data, qualitative information from those you have involved, recommendations from inspection reports and audits.