

**Equality Impact Assessment**

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| **Title of policy or service:** | Urgent Primary Care Transformation: **Option Eye Casualty** **across a number of sites in the city** | |
| **Name and role of officer/s completing**  **the assessment:** | Sue Berry – Senior Quality Manager Urgent Care, Richard Kennedy- Engagement Manager, Helen Mulholland – Engagement Manager | |
| **Date of assessment:** | 27th July 2017 | |
| **Type of EIA completed:** | **Initial EIA ‘Screening’**  ***or*  ‘Full’ EIA process** |  |

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| **1. Outline** | |
| **Give a brief summary of your policy or service**   * Aims * Objectives * Links to other policies, including partners, national or regional | 1. 8.30am – 5.30 Mon – Fri at up to 25 sites across City 2. 9am -12.30pm Sat at up to 25 sites across City 3. 11pm – 8am access is via the GP Out of Hours which is only for booked appointment or through A&E departments |

**Identifying impact:**

* **Positive Impact:** will actively promote or improve equality of opportunity;
* **Neutral Impact:** where there are no notable consequences for any group;
* **Negative Impact:** negative or adverse impact causes disadvantage or exclusion. If such an impact is identified, the EIA should ensure, that as far as

possible, it is either justified, eliminated, minimised or counter balanced by other measures. This may result in a ‘full’ EIA process.

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|  |  | **IMPACT** | | | | |
|  |  | **1** | **2** | **3** | **4** | **5** |
| **LIKELIHOOD** | **1** | 1 | 2 | 3 | 4 | 5 |
| **2** | 2 | 4 | 6 | 8 | 10 |
| **3** | 3 | 6 | 9 | 12 | 15 |
| **4** | 4 | 8 | 12 | 16 | 20 |
| **5** | 5 | 10 | 15 | 20 | 25 |

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| **LIKELIHOOD** | | **IMPACT** | |
| **1** | RARE | **1** | MINOR |
| **2** | UNLIKELY | **2** | MODERATE / LOW |
| **3** | MODERATE / POSSIBLE | **3** | SERIOUS |
| **4** | LIKELY | **4** | MAJOR |
| **5** | ALMOST CERTAIN | **5** | FATAL / CATASTROPHIC |

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| **Risk score** | **Category** |
| 1 - 3 | Low risk (green) |
| 4 - 6 | Moderate risk (yellow) |
| 8 - 12 | High risk (orange) |
| 15 - 25 | Extreme risk (red) |

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| **2. Gathering of Information**  This is the core of the analysis; what information do you have that might *impact on protected groups, with consideration of the General Equality Duty*. | | | | | | | | | | |
| **(Please complete**  **each area)** | **What key impact have you identified?** | | | | | | | | **For impact identified (either positive and**  **or negative) give details below:** | |
| **Positive**  **Impact** | | | **Neutral**  **impact** | **Negative**  **impact** | | | **Overall score** | **How does this impact,**  **and what action, if any, do you need to take to address these issues?** | **What difference**  **will this make?** |
| **Likelihood** | **Impact** | **Overall** | **Likelihood** | **Impact** | **Overall** |  |  |
| **Human rights** |  |  |  | 0 |  |  |  |  |  |  |
| **Age** |  |  |  | 0 |  |  |  |  |  |  |
| **Carers** | 4 | 3 | 12 |  | 2 | 2 | 4 | Positive 8 | Several sites make choice possible and will offer more convenient locations with significantly less travel for carers and the people they care for.  Weekend provision will allow better access at weekends.  Booked appointments through 111 will give carers a clear message and expectation of the service, directing them to the most appropriate service for their needs first time.  Several sites does offer the increased chance that individuals will not know the exact location of the service. | When booking appointments through 111, call handlers should provide clear directions to the site allocated for the appointment. |
| **Disability** | 4 | 3 | 12 |  | 2 | 2 | 4 | Positive 8 | Several sites make choice possible and will offer more convenient locations with significantly less travel for people with a disability.  Weekend provision will allow better access at weekends.  Booked appointments through 111 will give individuals a clear message and expectation of the service, directing them to the most appropriate service for their needs first time.  Several sites does offer the increased chance that individuals will not know the exact location of the service. | When booking appointments through 111, call handlers should provide clear directions to the site allocated for the appointment. |
| **Sex** |  |  |  | 0 |  |  |  |  |  |  |
| **Race** |  |  |  | 0 |  |  |  |  |  |  |
| **Religion or belief** |  |  |  | 0 |  |  |  |  |  |  |
| **Sexual orientation** |  |  |  |  |  |  |  |  |  |  |
| **Gender reassignment** |  |  |  | 0 |  |  |  |  |  |  |
| **Pregnancy and maternity** |  |  |  | 0 |  |  |  |  |  |  |
| **Marriage and civil partnership** (only eliminating discrimination) |  |  |  | 0 |  |  |  |  |  |  |
| **Other relevant groups** | 4 | 3 | 12 |  | 3 | 3 | 9 | Positive 3 | Several sites make choice possible and will offer more convenient locations with significantly less travel for asylum seekers, those in temporary accommodation, or having no fixed abode.  Weekend provision will allow better access at weekends.  Booked appointments through 111 will give individuals a clear message and expectation of the service, directing them to the most appropriate service for their needs first time.  Asylum Seekers, those in temporary accommodation, or having no fixed abode are less likely to have access to a telephone. Access to this service should include methods other than solely telephone access. In addition, the needs of those people who speak minority languages where there is a national shortage of interpreters should also be considered.  Several sites does offer the increased chance that individuals will not know the exact location of the service. | When booking appointments through 111, call handlers should provide clear directions to the site allocated for the appointment. |
| **OVERALL SCORE** | | | | | | | | 6.3 - HIGH POSITIVE RISK |  | |
| **HR Policies only:**  **Part or Fixed term staff** |  |  |  |  |  |  |  |  |  |  |

Having detailed the actions you need to take please transfer them to onto the action plan below.

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| **3. Action plan** | | | | |
| **Issues/impact identified** | **Actions required** | **How will you measure impact/progress** | **Timescale** | **Officer responsible** |
| Travel |  |  |  |  |
| Access |  |  |  |  |
| Language |  |  |  |  |

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| **4. Monitoring, Review and Publication** | | | | |
| **When will the proposal be reviewed and by whom?** | **Lead / Reviewing Officer:** | Sue Berry | **Date of next Review:** |  |

To fulfil the requirements of the Public Sector Equality Duty, we need to capture how due regard has been shown to the need to eliminate discrimination, ensure equality for people with protected characteristics and promote good relations between all people in the community

Please could you therefore provide the following information from your planning processes:

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| Confirm that you have used local demographic  data to plan your approach to delivering services |  |
| Summarise steps taken to ensure equal access to services and treatment for people with a protected characteristic, or sectors of the community with specific needs |  |