

# The State Hospital Equality Impact Assessment (EQIA)

You should read the guidance document prior to completing this template.

Please note, the EQIA should be proportionate to the significance and coverage of the policy and should take cognisance of the nature of the environment and patient group.

## Step 1: Screening to determine if the policy requires a detailed EQIA

<b>Name of the policy:</b> Adverse Weather National Policy		
<b>Directorate:</b> Human Resources		<b>Date:</b> 04/05/2021
<b>Designation(s) of author(s):</b> Head of HR		
<b>Strategy</b> <input type="checkbox"/> <b>Policy</b> <input checked="" type="checkbox"/> <b>Protocol</b> <input type="checkbox"/> <b>Project</b> <input type="checkbox"/> <b>*Other</b> <input type="checkbox"/>		
(*please provide details)		
<b>New</b> <input type="checkbox"/> <b>update to existing policy</b> <input type="checkbox"/> <b>*replacement</b> <input checked="" type="checkbox"/>		
(*please advise what this policy is replacing) National replacement of local version		
<b>1. What are the main aims and outcomes of the policy and how do these fit in with the wider aims of the organisation, legislation and national drivers?</b>		
<b>Aim(s) / Outcome(s)</b>	<b>Wider Aim(s)</b>	
To issue clear guidance to all members of staff to inform how they should respond to extreme adverse weather events.	To maintain the health, safety and welfare of staff and to ensure safe care of patients.	
<b>2. Please identify the scope of the policy</b>		
<b>Forensic Network wide</b> <input type="checkbox"/> <b>Hospital wide</b> <input checked="" type="checkbox"/> <b>Service specific</b> <input type="checkbox"/>		
<b>Discipline specific</b> <input type="checkbox"/> <b>*Other</b> <input type="checkbox"/>		
(*please provide details)		
<b>3. Who are the key stakeholders potentially affected by the policy? Will the policy impact on these groups in a positive and/or negative and/or neutral way? Why do you say this?</b>		
<b>Stakeholder(s)</b>	<b>Impact</b>	<b>Rationale</b>
1. Staff	Positive	The policy acknowledges the risks which staff may encounter attempting to travel to work in adverse weather conditions.
	Negative	The policy impacts unfairly on staff who live locally and are therefore more likely to be able

		<p>to travel to work. Benefit of 'time off' for staff living a distance from the Hospital whose role cannot be undertaken out with the Hospital.</p> <p>Staff living locally, who may be able to walk to work may experience additional costs in relation to carer responsibilities e.g. if the local school / day centre is closed.</p>
2. Patients	Positive	Mechanism in place to address any concerns arising from staff input as a result of working excessive hours as a result of the need to cover for colleagues unable to travel to work as a result of adverse weather conditions.
	Negative	Reduced staffing as a result of the inability to travel to work, impacts on continuity of input e.g. psychological therapy.
3. Staff Families	Positive	Reassured that the organisation takes seriously the health and wellbeing of staff. If schools are closed, TSH staff may be available to provide child care to support partners.
4. Carers	Negative	Visits may be suspended for those living in close proximity to the Hospital who are able to travel as a result of the need to re-deploy staff. Public transport likely to be affected by adverse weather conditions, limiting access to the Hospital for visitors who do not drive.
<b>4. Is a collaborative assessment with external partners required?</b>		No
<b>5. Specifically, in relation to the protected characteristics, please identify whether the policy impacts positively, negatively and / or neutrally on these groups, providing rationale in support of your decision. Please also describe any identified inequality and indicate practice in place which mitigates aspects of the policy contributing to any adverse impact or inequality.</b>		

<b>Protected Characteristic</b>	<b>Positive X</b>	<b>Adverse/ Negative X</b>	<b>Neutral X</b>	<b>Identified impact / inequality and rationale, including mitigating practice where appropriate</b>
<b>Age</b>			<b>X</b>	
<b>Disability</b>	<b>X</b>			Staff with a physical disability who may be at higher risk of falls are supported to remain at home during periods of adverse weather.
<b>Gender</b>			<b>X</b>	
<b>Gender Reassignment</b>			<b>X</b>	
<b>Marriage and Civil Partnership</b>	<b>X</b>	<b>X</b>		Supporting staff to remain at home where it is unsafe to travel to work, affords the opportunity for TSH staff to contribute to carer responsibilities.  Some staff may experience challenges as a result of spending increased periods of time at home which may impact on relationships.
<b>Pregnancy and Maternity</b>	<b>X</b>			Acknowledges the need to consider the risks of travelling for the mother and unborn child.
<b>Race/Ethnicity</b>			<b>X</b>	

<b>Religion and or Belief</b>	<b>X</b>	<b>X</b>		<p>Staff are enabled to remain at home, supporting a tailored approach for those practicing religion who need to access individual faith related worship items, stored at home.</p> <p>Access to required items would not be possible if the member of staff was unable to leave the Hospital as a result of the need to cover for absent colleagues.</p>
<b>Sexual Orientation</b>			<b>X</b>	

**6. Thinking about the key stakeholders you have identified in no. 3, please explain how the policy supports the organisation to eliminate any potential unlawful discrimination, harassment and victimisation of these groups, promoting equality of opportunity and fostering good relationships between all stakeholders.**

Policy applies to all staff and supports line managers to engage in supportive discussions based on protecting the health and wellbeing of staff.  
 Staff can be reassured of an equitable approach which is consistent and based on individual need. The policy acknowledges the importance of maintaining positive relationships between line managers and staff. A proactive approach is explicit, during which time the manager and member of staff discuss individual needs and agree on a reasonable plan in the event of adverse weather. This process supports effective working relationships.  
 Acknowledges a commitment to ensuring that staff who may experience additional issues travelling in adverse weather conditions e.g. those with a physical disability are treated fairly.

**7. Thinking about the key stakeholders you have identified in no. 3, please identify potential inequalities of outcome which may arise in relation to socio-economic disadvantage (low income), including material deprivation.**

Staff living locally, who may be expected to walk to work may experience financial issues as a result of the need to cover the cost of caring responsibilities if schools / day centres are closed as a result of the adverse weather.

Please discuss with the Service Lead / Director and complete below to indicate this person is in agreement with your findings.

<b>Service Lead / Director Designation:</b> Interim HR Director <b>Date:</b> 05/05/2021
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Then forward this screening document and your policy document to the Person Centred Improvement Lead for approval.

<b>Approved by Person Centred Improvement Lead</b>	<b>Date:</b> 5/5/21
<b>Comments</b> Feedback incorporated. No requirement for a detailed EQIA.	
<b>Detailed EQIA required. Please contact Person Centred Improvement Lead for advice / support</b>  <b>Date:</b> /     /	

Following consultation, this EQIA should be attached to the policy document and included within the paperwork for consideration by the Policy Approval Group prior to implementation. If any changes to the EQIA are required as a result of feedback from the consultation, please contact the Person Centred Improvement Lead.

**Please note, as policy and EQIA documents are within the public domain, via the Hospital's website (unless identified by the Policy Approval Group as sensitive information), content should not include the names of any stakeholders and/or include any information which would identify individuals.**