

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

Name of the policy: Reserved Forces Training and Mobilisation Policy		
Directorate: Human Resources		Date: 10/10/2020
Designation(s) of author(s): Head of HR, Interim Employee Director		
Strategy <input type="checkbox"/>	Policy <input checked="" type="checkbox"/>	Protocol <input type="checkbox"/> Project <input type="checkbox"/> *Other <input type="checkbox"/>
(*please provide details)		
New <input checked="" type="checkbox"/>	update to existing policy <input type="checkbox"/>	*replacement <input type="checkbox"/>
(*please advise what this policy is replacing)		
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?		
Aim(s) / Outcome(s)	Wider Aim(s)	
2. Please identify the scope of the policy		
Forensic Network wide <input type="checkbox"/>	Hospital wide <input checked="" type="checkbox"/>	Service specific <input type="checkbox"/>
Discipline specific <input type="checkbox"/>	*Other <input type="checkbox"/>	
(*please provide details)		
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?		
Stakeholder(s)	Impact	Rationale
1. Staff	Positive	Supports skill development from a different perspective. Likely to be a positive in terms of staff retention as the policy enables staff to engage in this activity in addition to core role.

	Negative	<p>Staff likely to feel valued, more motivated, enhanced personal and professional development.</p> <p>Potential for non-clinical colleagues to experience additional workload if backfill not immediately available.</p> <p>Staff require to potentially train staff covering who may be unfamiliar with the area.</p>
2. Patients	<p>Positive</p> <p>Negative</p>	<p>Staff supported to engage in this external role are likely to feel more fulfilled and motivated to provide good quality patient care. May gain additional skills helpful to role.</p> <p>Break in consistency arising from established professional relationships which potentially delays progress.</p>
3. Carers	Negative	Having developed a rapport, carers may feel a reluctance to engage with unfamiliar staff.
4. Is a collaborative assessment with external partners required? No		
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.		

Protected Characteristic	Positive X	Adverse/Negative X	Neutral X	Identified impact / inequality and rationale, including mitigating practice where appropriate
Age				
Disability				
Gender				
Gender Reassignment				
Marriage and Civil Partnership				
Pregnancy and Maternity				
Race/Ethnicity				
Religion and or Belief				
Sexual Orientation			X	

* This is a national policy. It is therefore assumed that the impact on Protected Characteristic Groups has been assessed at Scottish Government level.

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.

Any member of staff who is also a member of the Reserved Forces and therefore included within the scope of this policy will be supported to mobilise / train as required. There will be no detriment to that person's career progression, impact on remuneration / leave etc.

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.

None identified.

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

Service Lead / Director Designation: Interim HR Director

Date: 25/11/20

Then forward this screening document and your policy document to the Person Centred Improvement Lead for approval.

Approved by Person Centred Improvement Lead

Date: 25/11/20

Comments

Feedback incorporated. No requirement for detailed EQIA. Note national policy and assumption therefore that impact has been assessed relating specifically to Protected Characteristic Groups at a national level.

Detailed EQIA required. Please contact Person Centred Improvement Lead for advice / support

Date: / /

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.

You should ensure the EQIA section of the SBAR Monitoring Form is completed appropriately in order to reflect completion of this assessment.

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.