

# 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> Relocation Policy		
<b>Directorate:</b> Human Resources		<b>Date:</b> 07/05/2021
<b>Designation(s) of author(s):</b> HR Advisor		
<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 checked="" type="checkbox"/> <b>*replacement</b> <input 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>	
The State Hospital Relocation Policy facilitates moves of home where it is essential to recruit to a post by providing financial assistance towards certain expenses commonly incurred.	The policy supports a robust recruitment process where the preferred candidate, regardless of home location, is supported to be appointed.	
<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. Preferred Candidates	Positive	The policy ensures that the right candidate for the post is supported financially to take up post, regardless of home location which may otherwise be a barrier

		from a financial outlay perspective.
2. Patients	Positive	By recruiting the preferred candidate, the policy supports the highest quality of clinical care.
3. Staff	Positive	TSH staff will be supported to undertake their role with colleagues who have the necessary skills to contribute effectively to support service delivery objectives.
4. Carers	Positive	By recruiting the preferred candidate, the policy supports the highest quality of clinical care. Carers are reassured that staff have the correct skills.
<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>			<p>The policy supports preferred candidates of all ages to come to work at TSH.</p> <p>Supporting applicants of all ages whose home location requires the candidate to relocate contributes to redressing the ageing workforce issue, if a younger applicant is the Preferred Candidate.</p>
<b>Disability</b>	<b>X</b>			<p>The policy applies to all job applicants, including those who may require e.g. environmental adaptations to enable them to work for TSH.</p>

<b>Gender</b>	<b>X</b>			The policy applies to all job applicants, regardless of gender.
<b>Gender Reassignment</b>	<b>X</b>			The policy applies to all job applicants, including those going through gender reassignment.
<b>Marriage and Civil Partnership</b>	<b>X</b>			The policy applies to all job applicants, regardless of relationship status.
<b>Pregnancy and Maternity</b>	<b>X</b>			The policy applies to all job applicants, including those covered by this aspect of terms and conditions.
<b>Race/Ethnicity</b>	<b>X</b>			The policy applies to all job applicants, regardless of race / ethnicity.
<b>Religion and or Belief</b>	<b>X</b>			The policy applies to all job applicants, regardless of religion / belief.
<b>Sexual Orientation</b>	<b>X</b>			The policy applies to all job applicants, regardless of sexual orientation.

**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.**

The policy acknowledges the challenges for those who require to relocate to take up post. The content applies equally to all protected characteristic groups, offering opportunity for anyone to benefit from the terms of the policy. An equitable approach ensures the organisation is not adopting discriminatory recruitment practices. Fostering good relationships is at the core of the policy in relation to ensuring that existing TSH staff have colleagues with the appropriate skills required to work in this environment.

**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.**

The policy actively supports those who may be experiencing financial hardship to apply for and be recruited to posts within TSH. The post may be at a higher grade which will result in increased income for the applicant. Successful applicants require to outlay expenses in advance and are subsequently reimbursed at the stated levels. This may cause some financial hardship for those unable to afford to do so.

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

**Service Lead / Director Designation:** Director of Workforce

**Date:** 15/10/21

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

**Approved by Person Centred Improvement Lead**

**Date:** 15/10/21

**Comments**

Feedback incorporated. No requirement for detailed EQIA.

**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.

**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.**