

The State Hospital Equality Impact Assessment (EQIA)

The 'Guidance to Support Completion of the Equality Impact Assessment' should be read prior to completing this template.

Please note, the EQIA should be proportionate to the significance and coverage of the proposed policy, strategy, protocol, project, service or function and should take cognisance of the nature of the environment and patient group.

Screening questions to determine if the document requires a detailed EQIA.

Name of the proposal for assessment: Further & Higher Education (Academic Study) Policy	
Directorate: Workforce Directorate	
Date: 29 January 2024	
Designation(s) of author(s): Head of Organisational Development & Learning	
What is being assessed:	
Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Protocol <input type="checkbox"/> Project <input type="checkbox"/> Other <input type="checkbox"/> <i>(please provide details)</i>	
Is it new <input type="checkbox"/> Is it an update <input checked="" type="checkbox"/> Is it a replacement <input type="checkbox"/> <i>(please advise what is being replaced)</i>	
1. What are the main aims and outcomes of what is being assessed and how do these fit in with the wider aims of the organisation, legislation and national drivers?	
<p style="text-align: center;">Aim(s) / Outcome(s)</p> <p>This policy aims to support access to further/higher education programmes for staff within the State Hospital. It outline the provisions available for financial assistance to support staff engagement in further/higher education programmes and provides guidance on study leave entitlement for employees undertaking further/higher education programmes.</p>	<p style="text-align: center;">Wider Aim(s)</p> <p>A key purpose of the policy is to ensure that all decisions regarding authorisation and provision of support for further/higher education are applied in a fair, consistent and transparent manner and give due cognisance to organisational objectives and service priorities, CPD and professional registration requirements, and individual personal development plans. A key driver is to ensure fair and equal treatment of all staff seeking support for further/higher education in accordance with equalities legislation.</p> <p>The policy aligns with the staff governance standards and supports lifelong learning and the continuous personal and/or professional development of staff.</p>
2. Please identify the scope of what is being assessed:	

Forensic Network wide Hospital wide Service specific
 Discipline specific Other (*please provide details*)

3. Who are the key stakeholders potentially affected? Will the impact on these groups be positive and/or negative and/or neutral way? Why do you say this?

Stakeholder(s)	Impact	Rationale
1) Staff	Positive	The policy promotes fair and equitable access to further/higher education programmes and associated funding assistance and study leave and ensures that decisions regarding authorisation and provision of support for further/higher education are applied in a consistent and transparent manner
2)		
3)		

4. Is a collaborative assessment with external partners required? Yes No
(If No, please provide rationale)

5. Specifically, in relation to the protected characteristics, please identify whether the impact will be positive, negative and/or neutral 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 proposed policy, strategy, protocol, project, service or function 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	X	X		<p>This policy applies to all staff employed on a substantive basis within the State Hospital, whether full-time, part-time, permanent or fixed term. This ensures that older workers are not disadvantaged and have access to the same opportunities/support as younger workers.</p> <p>Staff in receipt of financial assistance through the Bursary Award Scheme are required to repay a proportion of the funding received if they leave the employment of the State Hospital within 1 year of completing the course. This could potentially disadvantage staff who are near retirement age. All successful applicants are made aware of the repayment clause and are required to confirm agreement (in writing) to the repayment terms as a condition of accepting the Bursary Award.</p>
Disability			X	

Gender	X			This policy applies to all staff employed under AfC terms and conditions on a substantive basis within the State Hospital, whether full-time, part-time, permanent or fixed term. This ensures that part-time workers (who are predominantly women) are not disadvantaged.
Gender Reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy and Maternity	X			This policy applies to all staff employed on a substantive basis within the State Hospital, whether full-time, part-time, permanent or fixed term. This ensures that pregnant workers and women on maternity leave (or returning to work on reduced hours following maternity leave) are not disadvantaged.
Race/Ethnicity			X	
Religion and or Belief			X	
Sexual Orientation			X	
<p>6. Thinking about the key stakeholders you have identified in no. 3, please explain how the proposal being assessed 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.</p> <p>This policy applies equally to all staff employed on a substantive basis within the State Hospital, whether full-time, part-time, permanent or fixed term.</p> <p>The policy ensures that clear and objective criteria are used to make decisions regarding support for further and higher education and helps to ensure that individuals are not disadvantaged due to age, gender or maternity (or any of the other protected characteristics).</p> <p>Ensuring that all decisions regarding authorisation and provision of support for further/higher education are applied in a consistent and transparent manner provides a system of governance and reassurance and supports positive employer/employee relationships.</p>				
<p>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.</p> <p>This policy applies to all staff groups and across all disciplines and grades and aims to help reduce financial barriers to engagement in further education by staff in lower graded posts through provision of funding support and an associated Lifelong Learning Advance and Repayment scheme.</p>				

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

Designation of Service Lead/Director: Interim Director of Workforce

Date: 29 January 2024

If a **detailed EQIA** is required please contact the Director of Nursing and Operations for information.

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