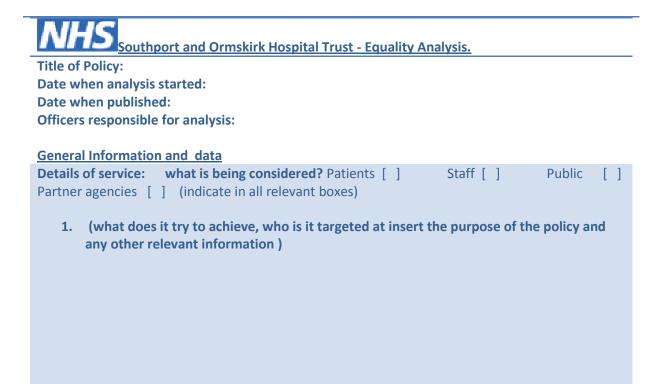


Equality Analysis Template Policy Insight Report

Southport and Ormskirk Hospital Trust September 2011



2. What engagement is taking place or has already been undertaken?

Mark any of the engagement methods in the Public, Partners and Staff you are employing

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Public	Partners	Staff		
Interviews	Strategic Health Authority	Staff event / workshop		
Focus groups	Multi agency event	Board meeting		
Public event	Joint working group	Executive Committee		
Carer forum	Multi agency network	ED Steering group		
Questionnaires	Regional E&D forum	Staff side		
Publications and promotional	GP practices	Staff networks		
materials	Local / County Council	Equality Lead		
On line forum	Other NHS Trust	Integrated Governance		
Local media	LINks / Health Watch	Annual General Meeting		
Other (please state)	Voluntary organisations	Communication methods		
	Other (please state)	Learning & Development		

3. What evidence has been analysed?

Please highlight or mark what evidence or research you have considered?

Evidence / Research:

ONS census 2001 or later

Other sources of regional / local demographics

Previous strategy

Department of health report / National guides / NICE

Equality Action plan Local / regional mapping	1		
Risk Assessments	,		
Work force data			
Research			
Socio-economic and hea	alth inequality reports		
Epidemiology studies			
Legislation update			
Engagement records / a	nalysis		
	,		
4 140 4 4 4			
4. What is the result Will there he an impa	of the analysis? act against the proted	eted arouns helow?	,
	det agamst the protec	itea groups below:	i
• Age			
Disability Candar Bassai	anmont		
Gender ReassignMarriage and C			
 Pregnancy and 			
Race	Matornity		
Religion and Be	elief		
• Sex			
 Sexual Oriental 			
 Human Rights a 	articles		
	t evidence you have four hyperlink to web links or		nic files to which you are reports
referring or provide an	hyperlink to web links or	web based evidence /	reports .
referring or provide an 5. Do further steps in	hyperlink to web links or	web based evidence /	o mitigate or safeguard
referring or provide an 5. Do further steps in these impacts - Invol	n the following areas vement & consultation,	need to be taken to	o mitigate or safeguard dence, Assessment &
7. Do further steps in these impacts - Involvantally is, Procurement	n the following areas vement & consultation,	need to be taken to	o mitigate or safeguard
5. Do further steps in these impacts - Involutionallysis, Procurement plan below:	n the following areas vement & consultation, & partnerships, Education	need to be taken to Data collection & evid on and workforce? If s	o mitigate or safeguard dence, Assessment & so complete the action
5. Do further steps in these impacts - Involvantly is, Procurement olan below: Outcome	n the following areas vement & consultation,	need to be taken to	o mitigate or safeguard dence, Assessment &
5. Do further steps in these impacts - Involutional below: Outcome Outcome Outcome 1: No major	n the following areas vement & consultation, & partnerships, Education	need to be taken to Data collection & evid on and workforce? If s	o mitigate or safeguard dence, Assessment & so complete the action
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5. Do further steps in these impacts - Involutional plan below: Outcome Outcome Outcome 1: No major change required when the scoping exercise has not identified any potential for discrimination or	n the following areas vement & consultation, & partnerships, Education	need to be taken to Data collection & evid on and workforce? If s	o mitigate or safeguard dence, Assessment & so complete the action
5. Do further steps in these impacts - Involutionallysis, Procurement plan below: Outcome Outcome Outcome 1: No major change required when the scoping exercise has not identified any potential for discrimination or adverse impact and	n the following areas vement & consultation, & partnerships, Education	need to be taken to Data collection & evid on and workforce? If s	o mitigate or safeguard dence, Assessment & so complete the action

0.1		
Outcome 2:		
Adjustments to		
remove barriers		
identified by further		
equality analysis. We		
need to be satisfied		
that the proposed		
adjustments will		
remove the barriers		
identified.		
Outcome 3: Continue		
despite having		
identified potential		
for adverse impact or		
missed opportunities		
• •		
to promote equality.		
In this case, the		
justification should be		
included in the EA and		
should be in line with		
the duty to have 'due		
regard'. For the most		
important relevant		
policies, compelling		
reasons will be		
needed. We need to		
consider whether		
there are sufficient		
plans to reduce the		
negative impact		
and/or plans to		
monitor the actual		
impact		
Outcome 4: Stop and	(You will now need to	
rethink. When an EA	make changes to the	
shows actual or		
	policy)	
potential unlawful discrimination		
discrimination		
	41.1	
How will we monitor		
will we report outco	mes?	

The Equality Act 2010 has brought a new equality duty to all public authorities which replaced the race, disability and gender equality duty. The Equality Analysis provides assurance of the steps the Southport and Ormskirk Hospital Trust is taking in meeting its statutory obligation to pay due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who
 do not.

For further information or guidance please contact

Linda Douglas Equality Lead lindadouglas1@nhs.net

This document must be returned to:

Integrated Governance:

wendy.bryan@nhs.net

Ext 4738