

Equality Impact Assessment Business Case

General Information	
Project Title	
Date of Analysis:	
Completed by: (Name and Department)	
Brief description of the project:	
Project Objectives: Explain the specific objectives of the project. For example: <ul style="list-style-type: none"> • What value does this project add to the organisation? • How does this project align with the strategic priorities of the organisation? • What are the deliverables? • What benefits will be realized? What problems will be resolved?	
Scope and Impact: <ul style="list-style-type: none"> • Who will be affected / benefit from this project? • Are there any criteria that need to be met to be a beneficiary/ (e.g. age / gender criteria) 	
Engagement: <ul style="list-style-type: none"> • Provide a summary of any engagement with patients, public, carers, partners, local clinicians, providers or partnership work to date • How has engagement reached out to, and captured the views of, people from protected characteristic groups? • Outline how you will engage with stakeholders as this scheme develops 	

Equality Data

Needs and issues: What do you currently know about the needs or issues affecting people from different protected characteristic groups, relevant to your policy? (Please refer to the JSNAs and Population data, previous engagement findings, research, patient experience reports etc.)

Age	<u>Data provided below is from Census 2011</u>	
	Age Range	Number
	0-14	17,672
	15-44	39,530
	45-64	15,427
	65-74	9,083
	85+	3,820
		%
	0-14	14.9
	15-44	33.2
	45-64	13.0
	65-74	7.6
	85+	3.2
Gender	<u>JSNA 2016</u>	
		%
	Male Residents	49.6
	Female Residents	50.4
Race / Nationality	<u>BME – 2011 Census Data</u>	
		%
	White	97.5
	Mixed	0.8
	Asian	1.2
	Black	0.2
	Other	0.2
	<u>Languages – 2011 Census Data</u>	
		%
	English	97.5
	Polish	0.8
	Other EU Language	0.6
	Other	1.86
	<u>Gypsy and Travellers – 2011 Census Data</u>	
Scarborough	37	
Ryedale	81	

Disability

2011 Census Data

	%
Long Term Health Problem/Disability	21.3
Limiting Long Term Illness	20.4

Projecting Adult Needs and Service Information (PANSI)-2017 Estimates

	Scarborough	Ryedale
Limiting Long Term Illness - day to day activities limited a little	7,507	3,455
Limiting Long Term Illness - day to day activities limited a lot	6,513	2,462
Mobility - unable to manage at least one activity on their own	5,210	2,509
Learning Disability – Including Down’s syndrome	947	469
Learning Disability – Autistic Spectrum Disorders and Down’s Syndrome	81	134
Visual Impairment - Moderate or severe	3,323	1,588
Hearing Impairment – some hearing loss	17,167	8,370
Hearing Impairment – Moderate or Severe	2,215	1,070
Dementia	1,973	959
Depression	2,474	1,585
Learning Disability – Baseline	1,454	708
Learning Disability – Moderate - Severe	415	1,128
Learning Disability – Autistic Spectrum Disorders	592	289
Learning Disability – Down’s syndrome	38	18
Physical Disability – Moderate	5,176	2,620
Physical Disability – Serious	1,605	824
Physical Disability – Personal Care	3,198	1,639
Visual Impairment – Serious	39	19
Hearing Impairment – Some hearing loss	69,328	3,565
Hearing Impairment – Severe	395	203
Mental Health Problems	4,331	2,096

Sexual Orientation	In relation to sexual orientation, local population data is not known with any certainty. In part, this is because until recently national and local surveys of the population and people using services did not ask about an individual's sexual orientation. However, nationally, the Government estimates that 5% of the population are lesbian, gay or bisexual communities.																							
Gender Reassignment	There are not any official statistics nationally or regionally regarding transgender populations, however, GIRES (Gender Identity Research and Education Society - www.gires.org.uk) estimated that, in 2007, the prevalence of people who had sought medical care for gender variance was 20 per 100,000, i.e. 10,000 people, of whom 6,000 had undergone transition. 80% were assigned as boys at birth (now trans women) and 20% as girls (now trans men). However, there is good reason, based on more recent data from the individual gender identity clinics, to anticipate that the gender balance may eventually become more equal.																							
Religion / Belief	<p><u>2011 - Census Data</u></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;"></th> <th style="width: 10%; text-align: center;">%</th> </tr> </thead> <tbody> <tr> <td>Christian</td> <td style="text-align: center;">67</td> </tr> <tr> <td>Buddhist</td> <td style="text-align: center;">0.3</td> </tr> <tr> <td>Hindu</td> <td style="text-align: center;">H0.1</td> </tr> <tr> <td>Jewish</td> <td style="text-align: center;">0.1</td> </tr> <tr> <td>Muslim</td> <td style="text-align: center;">0.5</td> </tr> <tr> <td>Sikh</td> <td style="text-align: center;">0.1</td> </tr> <tr> <td>Other Religion</td> <td style="text-align: center;">0.4</td> </tr> <tr> <td>No Religion</td> <td style="text-align: center;">24.3</td> </tr> <tr> <td>Religion not stated</td> <td style="text-align: center;">7.4</td> </tr> </tbody> </table>				%	Christian	67	Buddhist	0.3	Hindu	H0.1	Jewish	0.1	Muslim	0.5	Sikh	0.1	Other Religion	0.4	No Religion	24.3	Religion not stated	7.4	
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Do you have gaps in understanding about the needs of different groups, and how will you fill these?

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Communication and Engagement: How are you going to engage with different groups and communities and show that their feedback informs your service review?

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Assessing Impact

What does your data tell you about the potential adverse or positive impact of your piece of work on groups with protected characteristics?

(In other words, does your piece of work widen or lessen the gap in equality experienced by different groups. If the piece of work improves the service for everyone, how have you ensured that this does not in fact widen the gap for some)?

Have you gained any insight of equality issues through your data or engagement, e.g. have people raised issues about access and experience or how this decision will negatively impact on them or any other protected groups? **Please ensure you consider all protected groups.**

Age	
Gender	
Race / Nationality	
Disability	

Sexual Orientation	
Gender Reassignment	
Religion / Belief	
Pregnancy and Maternity	
Marriage and Civil Partnership	

Follow up Actions

Action Required	Who by?	When? (start / finish)

Sign-off

All EIAs must be signed off by a member of SMT

I agree / disagree with this assessment / action plan

If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales:

Signed off by (Name/Job Title)

Signed:

Date: