| 1. Equality Impact Analysis | |
|---|---|
| **Policy / Project / Function:** | Managing Allegations Against Staff Policy |
| **Date of Analysis:** | 25.4.16 |
| **This Equality Impact Analysis was completed by: (Name and Department)** | Elaine Wyllie and Karen Hedgley<br>Designated Nurses for Safeguarding Children<br>Steve Wilcox and Christine Pearson<br>Designated Leads for Safeguarding Adults<br>Jacqui Hourigan<br>Nurse Consultant for Safeguarding in Primary Care |
| **What are the aims and intended effects of this policy, project or function?** | This policy describes how the CCG will fulfil statutory duties in respect of safeguarding adults and children. |
| **Please list any other policies that are related to or referred to as part of this analysis?** | Recruitment and Selection Policy<br><br>Disciplinary Policy<br><br>Whistle Blowing Policy<br><br>Training and Development Policy<br><br>Safeguarding Children Policy<br><br>Safeguarding Adults Policy |
| **Who does the policy, project or function affect?**<br><br>Please Tick ✔ | Employees ✔<br><br>Service Users ☐<br><br>Members of the Public ☐<br><br>Other (List Below)<br>Provider organisations<br>Yorkshire and the Humber CSU |

## 2. Equality Impact Analysis: Screening

| | Could this policy have a positive impact on… | | Could this policy have a negative impact on… | | Is there any evidence which already exists from previous (e.g. from previous engagement) to evidence this impact |
|---|---|---|---|---|---|
| | Yes | No | Yes | No | |
| **Race** | ☐ | No | ☐ | No | |
| **Age** | Yes | ☐ | ☐ | No | This policy explicitly pertains to how CCG staff should respond when there is an allegation against a member of CCG staff |
| **Sexual Orientation** | ☐ | No | ☐ | No | |
| **Disabled People** | ☐ | No | ☐ | No | |
| **Gender** | ☐ | No | ☐ | No | |
| **Transgender People** | ☐ | ☐ | ☐ | No | |
| **Pregnancy and Maternity** | Yes | ☐ | ☐ | No | This policy explicitly pertains to how CCG staff should respond when there is an allegation against a member of CCG staff |
| **Marital Status** | ☐ | No | ☐ | No | |
| **Religion and Belief** | ☐ | No | ☐ | No | |
| **Reasoning** | As above | | | | |

**If there is no positive or negative impact on any of the Nine Protected Characteristics go to Section 7**

| 3. **Equality Impact Analysis: Local Profile Data** | | |
|---|---|---|
| **Local Profile/Demography of the Groups affected** (population figures) | | |
| **General** | All Children, young people and adults in North Yorkshire and York<br>Data sources: http://www.northyorks.gov.uk/media/16645/North-Yorkshire-equality-profile/pdf/Equality_Profile_of_North_Yorkshire.pdf , https://www.york.gov.uk/info/20037/statistics_and_information/79/census, https://www.google.co.uk/url?sa=t&rct=j&q=&esrc=s&source=web&cd=3&cad=rja&uact=8&ved=0CCwQFjAC&url=http%3A%2F%2Fwww.apho.org.uk%2Fresource%2Fview.aspx%3FRID%3D171682&ei=7auKVf7CC4KU7AbhoRQ&usg=AFQjCNHD__-KVdFaE2uq-oumABxd-XEWtw&sig2=jUM07Ipqv4mfg1FVX3yYyw | |
| **Age** | Policy beneficiary group are all persons ac North Yorkshire and York<br>• For York, the 2011 census indicates that here has been a large increase in the 0-4 population, especially children aged 2 and under | |
| **Race** | North Yorkshire | York |
| | • 94.4% of the population is white British (2011 Census).<br>• 94.1% of the population were born in the UK (2011 Census)<br>• 97.3% of the population is white, 2.7% BME (2011 Census).<br>• 1930 new migrant workers arrived in 2011. • No asylum seekers are housed through Home Office dispersal system.<br>• 2802 pupils don't have English as their first language (2.1% of primary and 1.3% of secondary school pupils.) October 2014 school census | • (86%) residents in England and Wales identified themselves as "White", however this is a 5% point decrease since 2001<br>• In York the "White British" population was 90.2%<br>• The highest BME group in York was Chinese, at 1.2% of the population<br>• 90.8% of York's population were born within the UK, with 2.7% born in other EU countries and 5.5% born outside the EU<br>• 3,678 arrived in York between 2010 and 2011 which is the highest proportion in the region<br>• 3,678 arrived in York between 2010 and 2011 which is the highest proportion in the region. |
| **Sex** | 2011 Census<br>• 304,266, 50.8% female.<br>• 295110, 49.2% male.<br>(Total population) | Under 15 = 51% male, 49% female<br>16-24 = 50 / 50 |
| **Gender reassignment** | Someone who proposes to, starts to follow a process (transition), or has completed the process, to change his or her gender is protected under this characteristic. The person does not have to be under medical supervision to be protected.<br>The Gender Identity Research and Education Society (GIRES) suggests that across the UK:<br>• 1% of employees and service users may be experiencing some degree of gender variance.<br>• At some point, about 0.2% may undergo transition (i.e. gender reassignment).<br>• Around 0.025% have so far sought medical help and about 0.015% have probably undergone transition. In any year 0.003% may start transition. | |

<table>
<tr><td>Disability</td><td><ul><li>The day to day activities of 17.5% of North Yorkshire residents are limited by disability or a long term health problem (Census 2011).</li><li>15.7% of under 65s on Disability Living Allowance were aged under 16 in May 2014</li></ul></td><td>The 2011 Census shows that 31 619 children (0-15) have a long term health problem or disability and 26 596 within the 16 – 24 age group.</td></tr>
<tr><td>Sexual Orientation</td><td colspan="2">The government estimates that 5 – 7% of the population are gay, lesbian or bisexual. We have no evidence to suggest that this is not the case in North Yorkshire</td></tr>
<tr><td>Religion, faith and belief</td><td><table><tr><td>Christianity</td><td>69.4%</td></tr><tr><td>None</td><td>22.2 %</td></tr><tr><td>Not stated</td><td>7.1%</td></tr><tr><td>Muslim</td><td>0.4%</td></tr><tr><td>Buddhist</td><td>0.3%</td></tr><tr><td>Hindu</td><td>0.5%</td></tr><tr><td>Jewish</td><td>0.2%</td></tr><tr><td>Pagan</td><td>0.1%</td></tr><tr><td>Other</td><td>0.3%</td></tr></table></td><td>Christian: 64.3%<br>Buddhist: 0.4%<br>Hindu: 0.3%<br>Jewish: 0.1%<br>Muslim: 0.7%<br>Sikh: 0.1%<br>Other Religion: 0.3%<br>No Religion: 26.4<br>Religion Not Stated: 7.4%</td></tr>
<tr><td>Marriage and civil partnership</td><td colspan="2">N/A</td></tr>
<tr><td>Pregnancy and maternity</td><td>Conception rate per 1000 for 15 – 17 year olds was 13.8 at Quarter 3 2013. This is below the rate for England (22.2) and Yorkshire and Humberside (24.2).</td><td>Conception rate per 1000 for 15 – 17 year olds was at 21.6 (Health Profile 2015</td></tr>
</table>

| 4. **Equality Impact Analysis: Equality Data Available** | |
|---|---|
| **Is any Equality Data available relating to the use or implementation of this policy, project or function?**<br>Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine *Protected Characteristics* – referred to hereafter as *'Equality Groups'.*<br><br>Examples of *Equality Data* include: (this list is not definitive)<br>1. Application success rates *Equality Groups*<br>2. Complaints by *Equality Groups*<br>3. Service usage and withdrawal of services by *Equality Groups*<br>*4.* Grievances or decisions upheld and dismissed by *Equality Groups*<br>5. *Previous EIAs* | No<br><br>Where you have answered yes, please incorporate this data when performing the *Equality Impact Assessment Test* (the next section of this document). |

| | |
|---|---|
| **List any Consultation e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this policy, project or function** | N/A |
| **Promoting Inclusivity**<br>**How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation** | This policy supports the welfare and protection of vullnerable children and adults, regardless of race, culture,gender,ethnicity, disability, etc. |

## 5. Equality Impact Analysis: Assessment Test

**What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by *The Equality Act 2010*?**

| Protected Characteristic: | No Impact: | Positive Impact: | Negative Impact: | Evidence of impact and if applicable, justification where a *Genuine Determining Reason* exists |
|---|---|---|---|---|
| **Gender** (Men and Women) | No | | | . |
| **Race** (All Racial Groups) | No | | | |
| **Disability** (Mental and Physical) | No | | | |
| **Religion or Belief** | No | | | |
| **Sexual Orientation (Heterosexual, Homosexual and Bisexual)** | No | | | |

**What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by *The Equality Act 2010*?**

| Protected Characteristic: | No Impact: | Positive Impact: | Negative Impact: | Evidence of impact and if applicable, justification where a *Genuine Determining Reason* exists |
|---|---|---|---|---|
| **Pregnancy and Maternity** | | Yes | | CCGs are required to have an Allegations Against Staff Policy. When appropriately applied this Policy will support effective safeguarding children and adult responses, therefore protecting children from abuse or neglect<br><br>( for the purpose of this policy children should be taken to mean all those who have not reached their 18th Birthday and Unborn Babies) |
| **Transgender** | No | | | |
| **Marital Status** | No | | | |
| **Age** | | Yes | | As above |

## 6. Action Planning

**As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010*?**

| Identified Risk: | Recommended Actions: | Responsible Lead: | Completion Date: | Review Date: |
|---|---|---|---|---|
| N/A | | | | |
| | | | | |
| | | | | |
| | | | | |
| | | | | |

| 7. Equality Impact Analysis Findings | | | | |
|---|---|---|---|---|
| **Analysis Rating:** | ☐ Red | ☐ Red/Amber | ☐ Amber | ☐ **Green** |

| | | Actions | Wording for Policy / Project / Function |
|---|---|---|---|
| **Red**<br><br>**Stop and remove the policy** | **Red:** As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* It is recommended that the use of the policy be suspended until further work or analysis is performed. | **Remove the policy**<br><br>Complete the action plan above to identify the areas of discrimination and the work or actions which needs to be carried out to minimise the risk of discrimination. | No wording needed as policy is being removed |
| **Red Amber**<br><br>**Continue the policy** | As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken. | **The policy can be published with the EIA**<br><br>List the justification of the discrimination and source the evidence (i.e. clinical need as advised by NICE).<br><br>Consider if there are any potential actions which would reduce the risk of discrimination.<br><br>Another EIA must be completed if the policy is changed, reviewed or if further discrimination is identified at a later date. | As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* However, a genuine determining reason exists which justifies the use of this policy and further professional advice.<br><br>***[Insert what the discrimination is and the justification of the discrimination plus any actions which could help what reduce the risk]*** |

| Equality Impact Findings (continued): | | | |
|---|---|---|---|
| | | Actions | Wording for Policy / Project / Function |
| **Amber**<br><br>**Adjust the Policy** | As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning* section of this document. | **The policy can be published with the EIA**<br><br>The policy can still be published but the Action Plan must be monitored to ensure that work is being carried out to remove or reduce the discrimination.<br><br>Any changes identified and made to the service/policy/ strategy etc. should be included in the policy.<br><br>Another EIA must be completed if the policy is changed, reviewed or if further discrimination is identified at a later date. | As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning* section of this document.<br><br>***[Insert what the discrimination is and what work will be carried out to reduce/eliminate the risk]*** |
| **Green**<br><br>**No major change** | As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share *Protected Characteristics* and no further actions are recommended at this stage. | **The policy can be published with the EIA**<br><br>Another EIA must be completed if the policy is changed, reviewed or if any discrimination is identified at a later date | As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share *Protected Characteristics* and no further actions are recommended at this stage. |

| **Brief Summary/Further comments** | |
|---|---|

| **Approved By** | | |
|---|---|---|
| Job Title: | Name: | Date: |
| | | |