

## Equality analysis: standard template for NHS England



# Equality analysis

*Standard template for NHS England*

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**Prepared by the Equality and Health Inequalities Team**

## Introduction

The public sector equality duty that is set out in the Equality Act 2010 requires public authorities, in the exercise of their functions, to have due regard to the need 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.

These are sometimes referred to as the three aims of the general equality duty. The Act explains that having **due regard** for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The public sector equality duty does not specify how public authorities should analyse the effect of their existing and new policies and practices on equality. This standard template is designed to help NHS England staff members to analyse the impact of policy and decision-making on equality.

Please complete the template by following the instructions in each box. Should you have any queries or suggestions on this template, please contact the Equality and Health Inequalities Team on **0113 825 3627** or by email [england.eandhi@nhs.net](mailto:england.eandhi@nhs.net)

# Equality analysis

**Title:**

**What are the intended outcomes of this work?** *Include outline of objectives and function aims*

**Who will be affected by this work?** e.g. staff, patients, service users, partner organisations etc

## Evidence

**What evidence have you considered?** List the main sources of data, research and other sources of evidence (including full references) reviewed to determine impact on each equality group (protected characteristic). This can include national research, surveys, reports, research interviews, focus groups, pilot activity evaluations or other Equality Analyses. If there are gaps in evidence, state what you will do to mitigate them in the Evidence based decision making section on the last page of this template.

**Age** Consider and detail age related evidence. This can include safeguarding, consent and welfare issues.

**Disability** Consider and detail disability related evidence. This can include attitudinal, physical and social barriers as well as mental health/ learning disabilities.

**Gender reassignment (including transgender)** Consider and detail evidence on transgender people. This can include issues such as privacy of data and harassment.

**Marriage and civil partnership** Consider and detail evidence on marriage and civil partnership. This can include working arrangements, part-time working, caring responsibilities.

**Pregnancy and maternity** Consider and detail evidence on pregnancy and maternity. This can include working arrangements, part-time working, caring responsibilities.

**Race** Consider and detail race related evidence. This can include information on difference ethnic groups, Roma gypsies, Irish travellers, nationalities, cultures, and language barriers.

**Religion or belief** Consider and detail evidence on people with different religions, beliefs or no belief. This can include consent and end of life issues.

**Sex** Consider and detail evidence on men and women. This could include access to services and employment.

**Sexual orientation** Consider and detail evidence on heterosexual people as well as lesbian, gay and bisexual people. This could include access to services and employment, attitudinal and social barriers.

**Carers** Consider and detail evidence on part-time working, shift-patterns, general caring responsibilities.

**Other identified groups** Consider and detail evidence on groups experiencing disadvantage and barriers to access and outcomes. This can include different socio-economic groups, geographical area inequality, income, resident status (migrants, asylum seekers).

## Engagement and involvement

How have you engaged stakeholders with an interest in protected characteristics in gathering evidence or testing the evidence available?

How have you engaged stakeholders in testing the policy or programme proposals?

For each engagement activity, please state who was involved, how and when they were engaged, and the key outputs:

**Summary of Analysis** Considering the evidence and engagement activity you listed above, please summarise the impact of your work. Consider whether the evidence shows potential for differential impacts, if so state whether adverse or positive and for which groups and/or individuals. How you will mitigate any negative impacts? How you will include certain protected groups in services or expand their participation in public life?

Now consider and detail below how the proposals impact on elimination of discrimination, harassment and victimisation, advance the equality of opportunity and promote good relations between groups.

**Eliminate discrimination, harassment and victimisation** Where there is evidence, address each protected characteristic (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation).

**Advance equality of opportunity** Where there is evidence, address each protected characteristic (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation).

**Promote good relations between groups** Where there is evidence, address each protected characteristic (age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation).

## Evidence based decision-making

Please give an outline of what you are going to do based on the gaps, challenges and opportunities you have identified in the summary of analysis section. This might include action(s) to eliminate discrimination issues, partnership working with stakeholders and data gaps that need to be addressed through further consultation or research.

How will you share the findings of the Equality analysis? This can include corporate governance, other directorates, partner organisations and the public.

## For your records

**Name of person(s) who carried out this analysis:**

**Name of Sponsor Director:**

**Date analysis was completed:**

**Review date:**