

APPENDIX 1 - INITIAL SCREENING TOOL

Title of policy/service/function/procedure/programme/ or strategy being assessed: Equality & Inclusion Strategy 2010-13
(Please remember that even informal policies & procedures need to be impact assessed.)

Is it new or revised

(If revised, please attach a copy of the original Equality Impact Assessment.)

Senior Manager Responsible Janice Markey

Department HR

Section Equality & Inclusion

EQUALITY IMPACT ASSESSMENT SCREENING TEAM

Name	Department	Role
Kathy Jones	Service Development	Director
Margaret Vander	Communications	Patient & Public Involvement Manager
Johnny Pigott	Service Development	Programme Manager
Ricky Lawrence	HR	Equality & Inclusion Officer
Janice Markey	HR	Equality & Inclusion Manager
Peter Hannell	Unison	Equality Officer

Date of screening April 27 2010

Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.

- ❖ Compliance with current & forthcoming equalities legislation
- ❖ Ensure our services are targeted to the needs of all our patients and service users and are of a world-class standard
- ❖ Aim to become an employer of choice for people of all equality strand backgrounds
- ❖ Promote equality of opportunity and career development for all our staff
- ❖ Create a workforce representative of all London's diverse communities in all occupations and throughout all grades
- ❖ Address multiple discrimination & target health inequalities
- ❖ Embed an understanding of and adherence to Human Rights
- ❖ Involve and engage our patients, service users, partners and stakeholders in our equality & inclusion work

Please state below who is intended to benefit from this policy/service/function etc. and in what way.

All patients, service users, staff, partners and stakeholders. The strategy provides a strategic framework for implementing the Trust's equality & inclusion goals, including developing a workforce representative of London, providing high-quality services targeted to the different needs of our patients and service users, proactive engagement with our patients, service users, partners and stakeholders and involvement of them and our staff in our decision making processes.

Please state in the table below whether the policy/service/function etc. could have any potential impact on any of the equality strand groups, whether service users, staff or other stakeholders

Equality Strand Group	Is there likely to be a positive or neutral impact in regard to:	If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for an equality strand group or for another reason?
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Age	Positive	
Disability	Positive	
Gender	Positive	
Race	Positive	
Religion or Belief	Positive	
Sexual Orientation	Positive	

Please provide and summarise below any relevant evidence for your declaration above – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.

Extensive consultation on the draft including with staff, patients, service users, partners and stakeholders through a range of mediums, including through online consultation, the Trust's Equality & Inclusion Steering Group, which includes staffside, patient and non-Executive Director representation, and with all six of the UK's leading equality employer forums – the Employers' Forums on Age, Belief and Disability, Opportunity Now, Race for Opportunity and Stonewall and ongoing work with the JRCALC Policy Development Subgroup.

Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?

No Yes

If yes, please state below how you intend to acquire this evidence and your timescales for doing so.

Not applicable.

If you have identified a positive or negative potential impact for any equality strand group, which is not legal or justifiable, then you must complete a full Equality Impact Assessment. Please insert below any issues you have identified/recommendations for the full Equality Impact Assessment.

Not applicable.

If you have only identified a neutral or positive impact on any equality strand group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust's website.

Name of Director: Caron Hitchen

Signature: 

Date: 14 July 2010