



## EQUALITY DIVERSITY AND HUMAN RIGHTS POLICY

Policy Type People & Organisational Development

Directorate Corporate

Policy Owner Director of People & Organisational Development

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**'During the COVID19 crisis, please read the policies in conjunction with any updates provided by National Guidance, which we are actively seeking to incorporate into policies through the Clinical Ethics Advisory Group and where necessary other relevant Oversight Groups'**

**DOCUMENT HISTORY**

(Procedural document version numbering convention will follow the following format. Whole numbers for approved versions, e.g. 1.0, 2.0, 3.0 etc. With decimals being used to represent the current working draft version, e.g. 1.1, 1.2, 1.3, 1.4 etc. For example, when writing a procedural document for the first time – the initial draft will be version 0.1)

Date of Issue	Version No.	Date Approved	Director Responsible for Change	Nature of Change	Ratification / Approval
Oct 12	9		Executive Director of Nursing and Workforce		Executive Board
Jun 15	9.1		Interim Director of Workforce	Review of policy	
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July 2018 Update					
July '18	10.2		Director of Human Resources and Organisational Development	Complete policy review and re-write	
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21 Jan 2021	11.0	9 Oct 18	Director of People and Organisational Development	12 month blanket policy extension due to covid 19 applied with author review date set 6 months prior to Valid to Date.	Quality & Performance Committee
7 May 2021	11.0	9 Oct 18	Director of People and Organisational Development	Extended policy uploaded and linked back with new cover sheet	Corporate Governance

## Contents

Page(s)

1. Executive Summary.....	4
2. Introduction.....	4
3. Definitions.....	4
4. Scope .....	6
5. Legislation .....	6
6. Purpose of this policy .....	7
7. Roles and Responsibilities .....	8
8. Consultation .....	11
9. Training requirements .....	11
10. Monitoring Compliance and Effectiveness .....	11
11. Links to other Organisational Documents.....	11
12. References.....	12

## Appendices

- A. Finance and Resourcing Impact Assessment on Policy Implementation
- B. Equality Impact Assessment

## 1. Executive Summary

This summarises the actions and expectations set out in this policy.

- Understand our equality objectives (i) better health outcomes for all; (ii) improved patient access and experience; (iii) empower, engage and support staff; and (iv) inclusive leadership at all levels.
- Treat everyone who comes into contact with us with dignity and respect
- Work towards a positive and inclusive work environment
- Place a high value on diversity and fairness
- Challenge and overcome obstacles in mainstreaming equality and diversity issues
- Take part in Equality and Diversity events and promotions
- Understand the vision, values and behaviours of the trust
- Respond positively to the quality, safety, operational and financial obligations

## 2. Introduction

2.1 As an equal opportunities employer, Isle of Wight NHS Trust (the 'Trust') will promote equality and diversity and Human Rights (EDHR) with due regard to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

2.2 Everybody has a right to be treated with dignity and respect and in doing so the Trust recognises its legal duties under the Equality Act 2010 and Human Rights Act 1998.

2.3 The Trust is committed to creating a culture in which equality, diversity and human rights are promoted actively and unlawful discrimination is not tolerated. The Trust recognises that the experiences and needs of every individual are unique and strives to respect and value the diversity of its patients, service users, carers, public and staff.

2.4 The Trust has a strong commitment to embed EDHR in everything that we do. The Trust is committed to promoting awareness and understanding of the key issues that impact on our function as a service provider and employer.

Our equality objectives include:

### 2.4.1 Service Delivery

- Better Health Outcomes for all
- Improved patient access and experience

### Workforce

- Empowered, engaged and supported staff
- Inclusive leadership at all levels

## 3. Definitions

3.1. **Equality is not about treating everyone the same.**

3.1.1. **Equality recognises that:**

- everyone has individual needs and the right to have those needs respected;
- inequality exists and that unlawful discrimination needs to be tackled;
- employment and Trust services should be accessible to all; and
- it is about treating people fairly where everyone can participate and have the opportunity to fulfil their potential.

**3.1.2. Diversity is about respecting and valuing individual difference. Diversity recognises that:**

- everybody is different;
- we need to understand, value, and respect those differences; and
- diversity can include individuals and groups with varying backgrounds, experiences, styles, perceptions, values and beliefs.

A diversity approach aims to recognise value and manage differences to enable all patients, service users and staff to contribute and realise their full potential. Diversity challenges us to recognise and value all sorts of differences in order to make the Trust a better working environment and to ensure that we provide an excellent service for all people.

### **3.2 Prohibited Conduct – Behaviour banned by the Equality Act 2010**

The Trust will actively demonstrate due regard to eliminate and avoid unlawful discrimination including: direct discrimination; indirect discrimination; associative discrimination; perceptible discrimination; harassment; victimisation; disability-related less favourable treatment; failure to comply with a duty to make reasonable adjustments and social exclusion.

**3.3 Direct discrimination** means treating someone less favourably compared to others because they have certain protected characteristics or;

- because they are thought to have a protected characteristics (Perception); and
- are associated with someone who has a protected characteristic (Association). This is new in the protected characteristics of Age, Disability, Gender Reassignment and Sex.

**3.4 Indirect Discrimination** can occur when you have a rule or policy that applies to everyone but disadvantages a person with a particular protected characteristic.

**3.5 Harassment**, in general terms, is unwanted conduct affecting the dignity of men and women in the workplace. It may be related to any personal characteristic of the individual, and may be persistent or an isolated incident. The key is that the actions or comments are viewed as unwanted conduct that violates people's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment. It is difficult to categorise all forms of harassment, but examples of some more easily recognisable forms of harassment are covered in more detail in the Bullying and Harassment Policy.

**3.6 Victimisation** is prohibited conduct. It happens when a person is treated less favourably because they complain about discrimination or they witness it and give evidence about it.

### **3.7 Due Regard**

The Equality Act 2010 requires us to pay 'Due Regard', when considering the effects on different groups protected from discrimination (protected characteristics). Due regard can be demonstrated by carrying out an equality impact analysis (EqIA).

### **3.8 Equality Analysis**

**3.8.1** The organisation has an equality analysis process which assesses services and employment policies to determine any adverse impact on the protected characteristics. The assessment will be in line with the Equality Act 2010 and other relevant equalities legislation.

3.8.2 Human Rights will be incorporated into the process and through effective training; staff will ensure that they apply the basic fundamentals of the equality legislation when carrying out the analysis.

## 4. Scope

This policy and its associated guidance will apply to patients and all areas of service provision and all staff directly employed by the Trust. This also includes trainees, secondees and staff on honorary contracts or on joint contracts with the Trust and another employer, visitors, patients, contractors and staff from other organisations working on Trust premises.

## 5. Legislation

5.1 The Equality Act 2010 provides protection against discrimination at work and in the provision of services. The Act simplifies, strengthens and harmonises previous equality legislation.

### 5.2 The protected characteristics covered by the Equality Act are:

- **Age:** This refers to a person having a particular age (for example, 32 years old) or being within an age band (for example, 18-25, 40-50 years old);
- **Disability:** A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. A progressive condition is a condition that gets worse over time. People with progressive conditions can be classed as disabled. However, you automatically meet the disability definition under the Equality Act 2010 from the day you're diagnosed with HIV infection, cancer or multiple sclerosis;
- **Gender reassignment:** This is the process of transitioning from one sex to another;
- **Marriage and civil partnership:** A union between a man and a woman or the legal recognition of a same-sex couple's relationship;
- **Pregnancy and maternity:** The condition of being pregnant or the period after giving birth. It is linked to maternity leave in the employment context;
- **Race:** It refers to a group of people defined by their nationality (including citizenship), ethnic or national origins
- **Religion or belief:** The religion a person belongs to. A belief, including lack of belief, should affect your life choices or the way you live for it to be included
- **Sex:** Someone being a man or a woman; and
- **Sexual orientation:** This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

### 5.3 Public Sector Equality Duty (PSED)

5.3.1 The general equality duty is set out in section 149 of the Equality Act <http://www.homeoffice.gov.uk/equalities/equality-act/equality-duty> In summary, those subject to the general equality duty must demonstrate due regard in the exercise of their services and functions to:

- eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and

- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

5.3.2 There is a statutory requirement for NHS organisations to publish information to demonstrate compliance with the PSED. This requirement arises from the Equality Act 2010 (Specific Duties) Regulations 2011:

- Publishing information to demonstrate compliance with the general duty including information relating to employees and other persons affected by the Trust policies and practices who share a relevant protected characteristic; and
- Prepare and publish equality objectives that are specific and measurable. The Trust equality objectives can be found within the equality and diversity pages of the Trust website.

## 5.4 Human Rights Framework

5.4.1 The Human Rights Act 1998 sets universal standards to ensure that a person's basic needs as a human being are recognised and met. Public authorities should have arrangements in place to ensure that they comply with the Human Rights Act 1998, and it is unlawful for a healthcare organisation to act in a way that is incompatible with the Act. The Act urges public authorities to apply a human rights framework to decision making across public services in order to achieve better service provision.

5.4.2 In practice this means treating individuals with fairness, respect, equality, dignity and autonomy whilst also safeguarding the rights of the wider community when developing policies and procedures and carrying out our functions. The Trust will consider these human rights principles in relation to our staff and patients at all times, aiming to demonstrate our commitment to quality outcomes which will improve the patient experience and provide satisfaction to staff that they are undertaking a job that is valued.

5.4.3 The Care Quality Commission standard stipulate requirements related to human rights. The organisation's core purpose of putting patients first embodies the principles of respecting human rights.

5.4.4 The Human Rights Act 1998 brought the European Convention on Human Rights into UK law. There are articles that are particularly relevant to the commissioning, employment and provision of healthcare services.

## 5.5 The equality benefits of a human rights based approach include:

- An improved quality of health services – patients treated with fairness, respect, equality and dignity.
- Person-centred care.
- A reduced risk of complaints and litigation.
- Improved decision making overall.
- A broader range of under-represented groups being involved and considered.
- More meaningful engagement of patients, carers and families.

## 6. Purpose of this policy

6.1 Every day, decisions are made within the Trust that affect the lives and relationships of all our patients, service users, carers and staff. The Trust endeavours to provide a supportive environment and culture in which unlawful discrimination of any kind will not be tolerated. The delivery of this policy will promote fair and equitable practice throughout the Trust.

**6.2** Our services will be accessible and sensitive to the needs of our diverse communities and will not unfairly discriminate on the basis of any protected characteristic. The Trust will not tolerate any practices that result in the provision of a lower standard of service due to unlawful discrimination.

**6.3** Equality Impact Analysis is undertaken on all policies to identify the impact on protected groups and to demonstrate compliance with the requirements of the Public Sector Equality Duty.

**6.4** The Equality Act enables Trusts to be responsive and adaptive to the individual needs of patients, service users and carers. Services will not be based on assumptions, stereotypes and prejudice of any equality groups, but on information gained through consulting with service users, carers and the public.

**6.5** Any employee, regardless of position in the Trust, who unlawfully discriminates against another, fails to co-operate with the measures introduced to promote equal opportunity or induces others to unlawfully or unfairly discriminate, will be subject to the Trust's Disciplinary Policy and Procedure.

**6.6** Complaints or allegations of discrimination or victimisation can be pursued through the Trust's Bullying and Harassment Policy.

**6.7** There may be cases where an individual makes an unfounded allegation of discrimination for malicious reasons. These cases will be investigated and dealt with fairly and objectively under the Disciplinary Policy.

## **7. Roles and Responsibilities**

### **7.1. Trust Board**

The Trust has a statutory responsibility to have due regard to the Equality Act 2010 and the Human Rights Act 1998. NHS Constitution also specifies that NHS organisations look after the wellbeing of their patients and workforce. It is therefore essential a culture is established where unlawful discrimination is unacceptable and will not be tolerated

In addition, the Trust Board will:

- ensure that the organisation has equality objectives that meet the requirements of the Public Sector Equality Duty as set out under the provisions of the Equality Act 2010;
- receive and consider regular reports in order to evaluate the effectiveness of the policy; and
- review and approve the Annual Equality Report.

### **7.2. The Equality Impact Group (EIG)**

The EIG has responsibility for ensuring the development and delivery of the Trust's Equality and Diversity Strategy. The EIG will be accountable to the HR and OD Committee.

The EIG is set up with the delegated responsibility from the Trust Board to lead on the Equality and Diversity agenda and monitor progress for the Trust to ensure that it provides equality with regards to access, experience and outcome. The equality strategy, 'Equality Standard' and reports are available on the Trust website.

The EIG will:

- provide long-term and continuing support, and leadership, for equality and diversity across the Trust and in support of our legal and regulatory obligations; and
- monitor corporate and clinical services on their progress in embedding equality and diversity through the performance management of the Trust Equality Standard.



### **7.3. Diversity Champions Network**

The responsibility for individuals within the organisation to promote equality and challenge unlawful discrimination is equally as important, and this is where 'diversity champions' are critical, because they can push for achieving equality of opportunity and valuing diversity.

Diversity champions are staff who have volunteered and challenged themselves to demonstrate excellence in their approach to actively support and embed equality and diversity within the organisation. Diversity champions will develop strong links with the Trust's Anti-Bullying Advisors, the Patient Experience function, Freedom to Speak Up Guardian and Guardians of Safe Working.

### **7.4 Equality and Diversity Lead**

It is the responsibility of the Equality and Diversity Lead is to:

- Promote and advise on the Equality and Diversity agenda to help ensure that this policy is followed fairly and consistently
- advise the organisation on requirements and performance against equality legislation
- support the Trust with setting and achieving equality objectives
- build and maintain relationships with key stakeholders who have a role to play in ensuring the Trust meets equality objectives
- manage and report on the Equality Standard
- support the Education and Training Department to ensure that staff are able to access high quality and appropriate equality training and ensure that the principles of promoting equality are embedded into all training materials as appropriate
- work with Directors and Managers to ensure that they are achieving their equality objectives and that Due Regard (equality analysis) is proportionate and meaningful and
- obtain feedback from service users, staff and key stakeholders on how the organisation is performing.

### **7.5 Managers**

All managers have a responsibility to adhere to this policy and to bring it to the attention of staff in their work area in order to establish and maintain an inclusive environment free of unlawful discrimination. Managers have a responsibility to:

- Set a positive example by treating others with respect and setting standards of acceptable behaviour
- promote an inclusive working environment where unlawful discrimination is unacceptable and not tolerated
- ensuring any allegations of discriminatory behaviour or practices are correctly investigated and appropriate action taken in accordance to the Trust Bullying and Harassment Policy and Management of Violence and Aggression Policy
- ensure that their teams work effectively together
- ensure staff are given equal opportunity to access learning and development opportunities

- consult with the Human Resources Team and Equality and Diversity Manager for advice and support regarding E&D issues
- assisting with the monitoring of compliance within their area of responsibility in respect of the Equality Delivery System 2 (EDS2) outcomes and
- Implement the Equality Standard.

## **7.6 Staff**

Staff have a personal responsibility for their own behaviour and for ensuring that they comply with the Equality Act 2010.

The Trusts expects all staff to:

- understand and behave according to the Trust Vision and Values and to understand how this impacts on everything we do
- have a personal responsibility to adhere to the Policy. This means staff should not undertake any acts of discriminatory practice in the course of their employment for which they will be personally liable
- help promote an inclusive environment by treating everyone with dignity and respect
- respect and respond to the diverse needs of staff, service users and others
- appropriately challenge and/or report behaviour that may be considered to be offensive when directed against themselves or others in accordance to the trust Bullying and Harassment Policy
- have a responsibility to bring any potentially discriminatory actions or practice to the attention of their Line Manager or the Human Resources Department and
- implement the Trust Equality Standard.

## **7.7 Human Resources**

The Director of Human Resources and Organisational Development has delegated responsibility from the Board to ensure this Policy is implemented and monitored to ensure that the Trust takes effective action to tackle unlawful discrimination.

## **7.8 Patients/Service Users/Carers/Visitors**

Patients, Service Users, Carers and Visitors will be expected to recognise and comply with the principles set out in this Policy whilst on the Trust's premises or whilst receiving care originating from the Trust. Every effort will be made by the Trust to ensure all relevant information is available in a suitable format to achieve this aim.

- patients, service users, carers and visitors are expected to be respectful to all staff and other patients
- patients, service users, carers and visitors who are intentionally verbally or physically abusive or who make derogatory statements that are of a discriminatory nature to any staff or other patients should be aware that they will be challenged about their behaviour

- where appropriate, the Trust may consider limiting or withdrawing the provision of services to, service users/carers/visitors and may seek to prosecute individuals where it deems necessary. Please refer to the Trust Management of Violence and Aggression Policy.

## 7.9 Trade Unions

Trade Union representatives have an important role to play generally in providing advice, support and, if required, representation to individuals and working in partnership with managers and the Human Resources Team in looking to ensure that the Trust's Equality and Diversity policy is applied reasonably and fairly.

## 8. Consultation

This policy has been presented at the following forums and representative groups to enable representatives to contribute toward the final version.

- Partnership Forum
- Joint Local Negotiating Committee
- Trust Draft Policy Intranet site
- E-bulletin

## 9. Training requirements

This Equality and Diversity Policy has a mandatory training requirement which is detailed in the Trusts mandatory training matrix and is reviewed on a yearly basis and is delivered in a range of formats that includes: e-learning; e-assessments and face to face training.

## 10. Monitoring Compliance and Effectiveness

Element to be monitored	Lead	Tool	Frequency	Reporting arrangements
Workforce and Patient Diversity Scorecard		E&D Annual Report	Annually	Board Paper and Scorecard published on trust website
EDS2 - SC13 Standard Contract Requirement		SC13 Board report	Annually	Board Paper and Scorecard published on trust website
WRES		WRES Report	Annually	Board Paper and Scorecard published on trust website
Equal Pay		Equal Pay Audit	Annually	Board Paper and published on trust website

## 11. Links to other Organisational Documents

- Recruitment and Selection Policy
- Capability Policy
- Conduct, Capability, Ill Health and Performance of Medical Staff policy
- Disciplinary and Dismissal Policy
- Grievance policy and procedure
- Bullying and Harassment Policy
- Health and Safety Policy

- Management of Corporate and Local Induction Policy
- Mandatory Training Policy
- Emotional Wellbeing Policy
- National Whistleblowing Policy

## 12. References

- NHS Employers is responsible for workforce and employment issues, working on behalf of NHS organisations in England. [www.nhsemployers.org](http://www.nhsemployers.org)
- ACAS is an organisation devoted to preventing and resolving employment disputes. [www.acas.gov.uk](http://www.acas.gov.uk)
- The Health & Safety Executive protects people against risks to health or safety arising out of work activities. [www.hse.gov.uk](http://www.hse.gov.uk)
- The Dignity at Work Partnership was established to tackle the problem of bullying and harassment in the workplace. <http://www.dignityatwork.org>
- Agenda for Change Terms and Conditions Handbook
- Equality Act 2010
- Equality and Human Rights Commission Codes of Practice
- European Convention on Human Rights
- Human Rights Act 1988
- NHS Constitution

## Financial and Resourcing Impact Assessment on Policy Implementation

*NB this form must be completed where the introduction of this policy will have either a positive or negative impact on resources. Therefore this form should not be completed where the resources are already deployed and the introduction of this policy will have no further resourcing impact.*

<b>Document title</b>	<b>Equality and Diversity Policy</b>
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<b>Totals</b>	<b>WTE</b>	<b>Recurring £</b>	<b>Non Recurring £</b>
Manpower Costs	0	0	0
Training Staff	0	0	0
Equipment & Provision of resources	0	0	0

### Summary of Impact:

This policy has been designed to promote diversity and inclusion amongst the Trust's workforce and the population we serve.

It is anticipated that this policy will have a positive impact on those who work for the Trust and for the patients and services users we care for.

The implementation of this policy links to the organisational culture programme and is an integral part of the Equality and Diversity strategy.

### Risk Management Issues:

It should not be underestimated that embedding equality and diversity into everything we do is a cultural shift for the organisation and requires a change in mind set of all the Trust's workforce.

This cannot be achieved solely by introducing a new policy or updating the training.

### Benefits / Savings to the organisation:

#### Equality Impact Assessment

- |  |     |
|--|-----|
| ▪ Has this been appropriately carried out? | YES |
| ▪ Are there any reported equality issues?  | NO  |

#### Use additional sheets if necessary.

Please include all associated costs where an impact on implementing this policy has been considered. A checklist is included for guidance but is not comprehensive so please ensure you have thought through the impact on staffing, training and equipment carefully and that ALL aspects are covered.

<b>Manpower</b>	<b>WTE</b>	<b>Recurring £</b>	<b>Non-Recurring £</b>
Operational running costs	0.8 wte	Within the HR budget	
<b>Totals:</b>	0.8 wte		

<b>Staff Training Impact</b>	<b>Recurring £</b>	<b>Non-Recurring £</b>
New e-learning module	647 hours across all staff groups	
<b>Totals:</b>		

<b>Equipment and Provision of Resources</b>	<b>Recurring £ *</b>	<b>Non-Recurring £ *</b>
Accommodation / facilities needed	0	0
Building alterations (extensions/new)	0	0
IT Hardware / software / licences	0	0
Medical equipment	0	0
Stationery / publicity	200	0
Travel costs	100	0
Utilities e.g. telephones	0	0
Process change	0	0
Rolling replacement of equipment	0	0
Equipment maintenance	0	0
Marketing – booklets/posters/handouts, etc	200	0
<b>Totals:</b>	<b>500</b>	<b>0</b>

- Capital implications £5,000 with life expectancy of more than one year.

Funding /costs checked & agreed by finance:	
Signature & date of financial accountant:	
Funding / costs have been agreed and are in place:	
Signature of appropriate Executive or Associate Director:	



### Equality Impact Assessment (EIA) Screening Tool

Document Title:	Equality, Diversity and Human Rights Policy
Purpose of document	<p>To set out the behaviours the Trust expects of its employees, as well as the consequences employees can expect if they behave in a manner that is not conducive to the Trust's values.</p> <p>To ensure that the Trust has the right systems and processes in place to comply with legislation and to create a climate where diversity and difference are valued.</p>
Target Audience	<p>Patients, NHS Trust employees and the wider community.</p> <p>Intended outcome include compliance with:</p> <ul style="list-style-type: none"> <li>• EDS2 objectives and outcomes</li> <li>• Workplace Race Equality Standard metrics</li> <li>• SC13 NHS Standard Contract Requirements</li> <li>• Equality Act 2010</li> <li>• Public Sector Equality Duty</li> <li>• Equal Pay Audit</li> </ul>
Person or Committee undertaken the Equality Impact Assessment	Elizabeth Nials – Senior HR Manager

1. To be completed and attached to all procedural/policy documents created within individual services.
2. Does the document have, or have the potential to deliver differential outcomes or affect in an adverse way any of the groups listed below?

If no confirm underneath in relevant section the data and/or research which provides evidence e.g. JSNA, Workforce Profile, Quality Improvement Framework, Commissioning Intentions, etc.

If yes please detail underneath in relevant section and provide priority rating and determine if full EIA is required.

		Positive Impact	Negative Impact	Reasons
<b>Gender</b>	Men	The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	<p>This policy will indirectly affect service users and the wider community as it sets out how the employees of the Isle of Wight NHS Trust are expected to behave.</p> <p>This policy is a statement from</p>

	Women	The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	the Isle of Wight NHS Trust to valuing diversity, both amongst our workforce as well as appreciating that the diversity of the population we serve is rapidly changing.  It encourages our employees to see things from the other persons perspective and not just take the view that “the way I see things is the only and right way”  Learning from personal experience of working with patients and colleagues who are a protected characteristic with those who do not.
<b>Race</b>	Asian or Asian British People	The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	
	Black or Black British People			
	Chinese people			
	People of Mixed Race			
	White people (including Irish people)			
<b>Disability</b>	People with Physical Disabilities, Learning Disabilities or Mental Health Issues	The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	
<b>Sexual Orientation</b>	Transgender	The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	
	Lesbian, Gay men and bisexual			
<b>Age</b>	Children	The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	
	Older People (60+)			
	Younger People (17 to 25 yrs)			
<b>Faith Group</b>		The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	This policy will indirectly affect service users and the wider community as it sets out how the employees of the Isle of Wight NHS Trust are expected to behave



<b>Pregnancy &amp; Maternity</b>	The policy aims to improve access, experience and outcomes for all groups protected by the Equality Act 2010.	Any negative impact will be measured through the Diversity Scorecards and discussed within the annual E&D report.	
<b>Equal Opportunities and/or improved relations</b>			

**Notes:**

Faith groups cover a wide range of groupings, the most common of which are Buddhist, Christian, Hindus, Jews, Muslims and Sikhs. Consider faith categories individually and collectively when considering positive and negative impacts.

The categories used in the race section refer to those used in the 2001 Census. Consideration should be given to the specific communities within the broad categories such as Bangladeshi people and the needs of other communities that do not appear as separate categories in the Census, for example, Polish.

**3. Level of Impact**

If you have indicated that there is a negative impact, is that impact:			
No negative impact has been identified			
		<b>YES</b>	<b>NO</b>
<b>Legal</b> (it is not discriminatory under anti-discriminatory law)			
<b>Intended</b>			

If the negative impact is possibly discriminatory and not intended and/or of high impact then please complete a thorough assessment after completing the rest of this form.

3.1 Could you minimise or remove any negative impact that is of low significance? Explain how below:	
Not applicable	
3.2 Could you improve the strategy, function or policy positive impact? Explain how below:	
Not applicable	
3.3 If there is no evidence that this strategy, function or policy promotes equality of opportunity or improves relations – could it be adapted so it does? How? If not why not?	
Not applicable	
Scheduled for Full Impact Assessment	Not required
Name of persons/group completing the full assessment.	
Date Initial Screening completed	