



## **EQUALITY ANALYSIS INITIAL ASSESSMENT FORM**

<b>Title:</b>
Armed Forces Covenant / MoD Military Recognition Scheme Options Paper

Describe the function to which the Equality Analysis Initial Assessment applies:		
<input type="checkbox"/> Service delivery	<input type="checkbox"/> Service Improvement	<input type="checkbox"/> Service Change
<input type="checkbox"/> Policy	<input type="checkbox"/> Strategy	<input type="checkbox"/> Procedure/Guidance
<input checked="" type="checkbox"/> Board Paper	<input type="checkbox"/> Committee / Forum Paper	<input type="checkbox"/> Business Care
<input type="checkbox"/> Other (please specify) .....		

Is this assessment for a new or existing function?	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing
Name and designation of function Lead professional:	Martin Rayson, Director of HR & OD
Business Unit / Clinical Directorate:	Human Resources

<p>What are the intended outcomes of this function?</p> <p>The Armed Forces Covenant is designed to recognise and support the contribution of all those who serve or have served in the Armed Forces of the Crown and their families. The Armed Forces Covenant at the United Lincolnshire Hospitals NHS Trust has been specifically designed with support of the MoD and a senior Human Resources Manager at the Trust, to reflect the local context. The outcome of the Armed Forces Covenant is to recognise and promote the value serving personnel, reservists and military families bring to the Trust.</p> <p>The MoD Military Recognition Scheme is the framework put in place by the MoD, with proactive endorsement of NHS Employers, to support NHS Trusts in embedding its work in supporting the Armed Forces in a structured manner. The outcome of the MoD Military Recognition Scheme is to achieve external endorsement in relation to the improving quality of services provided to serving personnel, reservists and military families.</p>
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Who will be affected? Please describe in what manner they will be affected?		
Patients / Service Users:	Staff:	Wider Community
In some circumstances special treatment may be appropriate, especially for the injured and bereaved serving personnel.	Staff who are reservists or spouses / partners of serving military personnel will benefit from clearer policy, guidance and support to meet their specific needs in relation to their status.	The wider community will understand that ULHT is an armed forces friendly organisation in-line with the Armed Forces Covenant.

What impact is the function expected to have on people identifying with any of the protected characteristics (below), as articulated in the Equality Act 2010? (Please tick as appropriate)

	Positive	Negative	Neutral	<b>Please state the reason for your response and the evidence used in your assessment.</b>
Disability	X			The Trust is signed up to the Positive About Disabled People Scheme and the function supports this.
Sex	X			The Trust celebrates the contribution made by people of both sexes and employment opportunities are open to all people who meet the criteria for the position, irrespective of sex. The function supports this.
Race	X			The Trust celebrates the contribution made by people of all racial backgrounds and employment opportunities are open to all people who meet the criteria for the position, irrespective of race. The Trust has an active Workforce Race Equality Scheme Action Plan of improvement. The function supports this.
Age	X			The Trust celebrates the contribution made by people of all ages and employment opportunities and service provision are open to all, irrespective of age. The function supports this.
Gender Reassignment	X			Employment at the Trust and Services provided by the Trust are open to all, irrespective of Gender Reassignment status. The function supports this.
Sexual Orientation	X			Employment at the Trust and Services provided by the Trust are open to all, irrespective of Sexual Orientation. The function supports this.
Religion or Belief	X			Employment at the Trust and Services provided by the Trust are open to all, irrespective of Religion, Belief or non-Belief status. The function supports this.
Pregnancy &			X	The Trust has policy directive in relation to this protected

Maternity				characteristic.
Marriage & Civil Partnership	X			The function specifically scopes to support spouses / partners in relation granting leave around the time of military deployment. The Trust has policy directive to support this.
Carers			X	
Other groups identified:  Serving Military Personnel, reservists, veterans and their families	X			As above

**If the answer to the above question is a predicted negative impact for one or more of the protected characteristic groups, a full Equality Analysis must be completed.** (The template is located on the Intranet)

Name of person/s who carried out the Equality Analysis Initial Assessment:	Tim Couchman
Date assessment completed:	24 <sup>th</sup> October 2016
Name of function owner:	Martin Rayson
Date assessment signed off by function owner:	25 <sup>th</sup> October 2016
Proposed review date (please place in your diary)	24 <sup>th</sup> October 2017

As we have a duty to publicise the results of all Equality Analyses, please forward a copy of this completed document to [tim.couchman@ulh.nhs.uk](mailto:tim.couchman@ulh.nhs.uk) – Thank you!