



**EQUALITY ANALYSIS  
 INITIAL ASSESSMENT FORM**

**Title:** Risk Management

Risk management is the recognition and effective management of all threats and opportunities that may have an impact on ULHT's reputation, its ability to deliver its statutory responsibilities and the achievement of its objectives and values.

**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 type="checkbox"/> Board Paper                                       | <input type="checkbox"/> Committee / Forum Paper | <input type="checkbox"/> Business Case      |
| <input type="checkbox"/> Other (please specify) Risk Management Governance |  |   |

|   |  |
|---|--|
| <b>Is this assessment for a new or existing function?</b>                 | ✓ Existing                                     |
| <b>Name and designation of function / activity<br/>Lead professional:</b> | Risk Management Team<br>Head of 2021 Programme |
| <b>Business Unit / Clinical Directorate:</b>                              | Deputy Chief Executive                         |

**What are the intended outcomes of this function / activity? (Please include outline of function objectives and aims)**

The risk management processes covers all Clinical and Executive Directors who will have risk registers that will feed up into the Corporate Risk Register and the Strategic Risk Register, which will be managed and coordinated through the Strategic Risk Management Group. The risk assessment process includes domains for patient safety. There is also ongoing work to ensure that the Risk Management Governance has a clear link through to the Clinical Quality and Corporate Governance for the Trust. The Trust will:

- Actively pursue the identification of uncertainties in order that threat can be mitigated and opportunity realised.
- Continue to develop a risk and safety aware culture throughout the Trust.
- Ensure that a consistent and integrate approach to risk management is embedded in the day-to-day working practices of the organisation at all levels, embracing clinical, non-clinical and corporate risks.
- Ensure that the risk management process covers the full range of the Trust's activities.

- Continue developing the systems and structures in place for identifying, assessing, mitigating and reporting risks.
- Ensure that the Board and senior management are provided with adequate assurance that risks are being appropriately identified, assessed, and mitigated.
- Comply with all external requirements and standards in relation to risk management.

**Who will be affected? Please describe in what manner they will be affected?**

| <b>Patients / Service Users:</b>        | <b>Staff:</b>                  | <b>Wider Community</b>   |
|---|--------------------------------|--|
| Patient safety risks will be identified | Staff risks will be identified | There will be wider horizon scanning for impact on the communities |

**What impact is the function / activity 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 | Neutral | Negative | <b>Please state the reason for your response and the evidence used in your assessment.</b>        |
|---------------------|----------|---------|----------|---|
| Disability          | ✓        |         |          | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
| Sex                 | ✓        |         |          | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
| Race                | ✓        |         |          | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
| Age                 | ✓        |         |          | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
| Gender Reassignment | ✓        |         |          | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
| Sexual Orientation  | ✓        |         |          | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
|                     | ✓        |         |          | Risk Management will provide  |

|  |   |  |  |   |
|--|---|--|--|---|
| Religion or Belief                       |   |  |  | positive opportunities to improve clinical and non-clinical services                              |
| Pregnancy & Maternity                    | ✓ |  |  | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
| Marriage & Civil Partnership             | ✓ |  |  | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
|  |   |  |  |   |
| Carers                                   | ✓ |  |  | Risk Management will provide positive opportunities to improve clinical and non-clinical services |
| Other groups identified (please specify) | ✓ |  |  | Risk Management will provide positive opportunities to improve clinical and non-clinical services |

**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: | Karen Sleigh   |
| Date assessment completed:   | 12 <sup>th</sup> June 2017                           |
| Name of function owner:  | Kevin Turner   |
| Date assessment signed off by function owner:                              | 12 <sup>th</sup> June 2017                           |
| Proposed review date (please place in your diary)                          | Each month as Risk Management develops for the Trust |

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!