

**EQUALITY ANALYSIS
INITIAL ASSESSMENT FORM**

Title: <i>of the function to which the Equality Analysis Initial Assessment applies</i>
ULHT People Strategy – 2017 to 2021

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 checked="" type="checkbox"/> Strategy <input type="checkbox"/> Procedure/Guidance <input 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:	HR/OD

<p>What are the intended outcomes of this function? (<i>Please include outline of function objectives and aims</i>)</p> <p>The purpose of the People Strategy is to ensure ULHT has the “right number of people, in the right places, with the right skill mix, attitudes and behaviours, motivated and managed to perform their best (at a price we can afford) and engaged on patient safety”</p> <p>Our “people” can be divided in to four main categories:</p> <ol style="list-style-type: none"> 1). Our permanent workforce (including the trainees who work with us) 2). Our temporary workforce (agency/bank) 3). Our volunteers 4). Carers <p>However, there are separate strategies for volunteers and carers and the focus of this document is on the permanent and temporary workforce.</p>

Who will be affected? Please describe in what manner they will be affected?		
Patients / Service Users:	Staff:	Wider Community
	We have created a vision for our workforce, as part of the 2021 programme: “Our staff will:	

	<ul style="list-style-type: none"> • Be proud to work at ULHT • Always strive for excellence and continuous learning and improvement • Challenge convention and improve care” <p>On pages 8 and 9 we have defined what this means in more detail and have identified the means by which we will measure progress towards delivery of those outcomes. Targets are set for the performance measures on pages 43 to 45 of the document.</p> <p>The key issue is that we want that vision and those outcomes to apply to all our staff and to do so we will ensure that there is equality of opportunity for all staff and that all talent is enabled to flourish.</p> <p>Where we are able we will measure progress against the indicators identified by protected characteristic.</p>	
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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	Neutral	Negative	Please state the reason for your response and the evidence used in your assessment.
Disability	X			<p>One of the themes in the strategy is:</p> <ul style="list-style-type: none"> • Being seen to be equitable and fair in the way that we treat all our people, promoting the value of diversity (p11) <p>There is a priority in the strategy on talent management (acquiring and fostering talented people) and acknowledgement of the need to ensure there are no barriers to anyone from any background or protected</p>

				<p>characteristic joining or progressing in the Trust.</p> <p>The Trust has a range of policies and procedure in place to ensure the needs of people living with disability, who work in the organisation, are identified and met in a structured and robust manner.</p> <p>The Trust is in the process of transferring from the 'Two Ticks' to the 'Disability Confident' scheme, as well as renewing its commitment to the 'Mindful Employer' scheme.</p> <p>In preparation for the Workforce Disability Equality Standard (April 2018), which will be included in the NHS Standard Contract, the Trust has commenced work by offering staff the option to provide more detailed feedback in relation to disability status in the 2016 Staff Survey (the results of the survey will be published in March 2017).</p>
Sex	X			<p>One of the themes in the strategy is:</p> <ul style="list-style-type: none"> • Being seen to be equitable and fair in the way that we treat all our people, promoting the value of diversity (p11) <p>There is a priority in the strategy on talent management (acquiring and fostering talented people) and acknowledgement of the need to ensure there are no barriers to anyone from any background or protected characteristic joining or progressing in the Trust.</p>
Race	X			<p>As above</p> <p>As part of the national NHS Standard Contract, the Trust has implemented the Workforce Race Equality Standard. This work also includes an action plan for improvement and the development of a Black, Asian and Minority Ethnic Staff Equality Network.</p>
Age	X			<p>As above – we have specifically referenced the age profile of the Trust</p>

				<p>and the number of people who potentially will retire. We plan to take steps to ensure that there is flexibility in our employment practices, so that those who wish to remain at work can do so.</p> <p>Such changes will of course also promote diversity and equality by helping others who need flexibility to achieve a better work/life balance.</p>
Gender Reassignment	X			<p>As above</p> <p>From April 2017 the Trust is commencing specific staff engagement with people from the LGBT+ community. It is envisaged that this will lead to the development of Staff Equality Networks, with both a pastoral and strategic approach to the work.</p>
Sexual Orientation	X			<p>As above</p> <p>From April 2017 the Trust is commencing specific staff engagement with people from the LGBT+ community. It is envisaged that this will lead to the development of Staff Equality Networks, with both a pastoral and strategic approach to the work.</p>
Religion or Belief	X			As above
Pregnancy & Maternity	X			As above – The Trust also has in place policies which support pregnant people and those who have recently had children to take the time away that enables them to support their families.
Marriage & Civil Partnership	X			As above
Carers		X		Although the People Strategy is not specifically about carers, it does recognise that the Trust employs people who have caring responsibilities. The Trust has policies and procedures in place designed to support staff around Flexible Working and Special Leave, which can be requested and is considered fairly on

				an individual basis.
Other groups identified (please specify)				

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:	Martin Rayson
Date assessment completed:	22/2/17
Name of function owner:	
Date assessment signed off by function owner:	
Proposed review date (please place in your diary)	The strategy will be reviewed each year, so an annual review would be appropriate – by 31/3/17

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 – Thank you