	Equality Impact Analysis:
Policy / Project / Function:	Updated policies on 1. Blepharoplasty 2. Liposuction 3. Face Neck and Brow 4. Cholecystectomy 5. Tonsillectomy 6. Ganglion 7. Liposuction 8. Iilazorav frames 9. Rhinoplasty 10. Surgery for Refractive error 11. Haemorrhoidectomy
Date of Analysis:	23rd October 2015
This Equality Impact Analysis was completed by: (Name and Department)	Catherine Lightfoot Clinical Triage Lead NHS Yorkshire and Humber Commissioning Support
What are the aims and intended effects of this policy, project or function?	To refresh and replace 10 NHS Hull CCG policies to provide clarity to clinicians, patients and commissioners.
Please list any other policies that are related to or referred to as part of this analysis	NHS Hull CCG Individual Funding Request IFR Policy
Who does the policy, project or function affect ? Please Tick ✔	Employees [x] Service Users [x] [ ]

	Members of the Public
	Other (List Below) [x]

Equality Impact Analysis:

Local Profile/Demography of the Groups affected (population figures) Relevant data can be found in the attached Knowledge Management Toolkit

General	
Age	Resident population of Hull as at 1st October 2012 from GP registration file

Age (years)	Resident population – living in Hull, 2012		
	Male	**Female**	**Total**
0	1,821	1,777	**3,598**
1 to 4	7,377	6,987	**14,364**
5 to 9	7,961	7,573	**15,534**
10 to 14	7,267	6,678	**13,945**
15 to 19	8,582	8,175	**16,757**
20 to 24	11,301	11,685	**22,986**
25 to 29	10,770	10,854	**21,624**
30 to 34	9,886	8,972	**18,858**
35 to 39	9,432	8,089	**17,521**
40 to 44	9,967	8,702	**18,669**
45 to 49	9,932	8,987	**18,919**
50 to 54	9,054	8,448	**17,502**
55 to 59	7,617	7,134	**14,751**
60 to 64	6,901	6,547	**13,448**
65 to 69	5,647	5,766	**11,413**
70 to 74	4,041	4,456	**8,497**
75 to 79	3,334	4,169	**7,503**
80 to 84	2,203	3,402	**5,605**
85+	1,629	3,243	**4,872**
TOTAL	**134,722**	**131,644**	**266,366**

Race	Estimates from the 2011 Census are that black or minority ethnic residents now make up 10.3% of the population, compared to the 2001 Census figure of 3.8%. Services commissioned by NHS Hull CCG under these policies will be available and accessible to all regardless of race.
Sex	2012 estimates. Hull; male population 134,722 female population 131,644
Gender reassignment	Currently there are no national and local statistics available for this protected characteristic
Disability	The local Health & Lifestyle Survey 20011-12 suggests that 28.9% of the population of Hull have an illness or which limits daily activities.
Sexual Orientation	There are no statistics for how many lesbian, bisexual, gay or transgender people live within Hull. However, the Government estimates that 5% of the national population are LGBT.
Religion, faith and belief	Hull 2011 Census (ONS) shows that 54.9% of the population is Christian; 34.8% are 'no religion', 7.2% none stated; 2.1% are Muslim. Buddhists, Hindus, and Sikhs are 0.1 - 0.3% each.
Marriage and civil partnership	Hull 2011 Census (ONS) the number of civil partnerships in 2011 was 20.
Pregnancy and maternity	4.1.1 From JSNA 2011 the fertility rate in Hull is significantly lower statistically than national and regional comparisons.

Equality Impact Analysis:

Is any Equality Data available relating to the use or implementation of this policy, project or function ? Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine *Protected Characteristics* –	Yes ☐ No ☒ x Where you have answered yes, please incorporate this data when performing the *Equality Impact Assessment Test* (the next section of this document).

referred to hereafter as *'Equality Groups'*. Examples of *Equality Data* include: (this list is not definitive) 1: Application success rates *Equality Groups* 2: Complaints by *Equality Groups* 3: Service usage and withdrawal of services by *Equality Groups* 4: Grievances or decisions upheld and dismissed by *Equality Groups*	
List any Consultation e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this policy, project or function	The updated policies have been circulated for comment from CCG and other health care organisations via the Hull CCG GP members, HEYHT Medical Director, Humber FT Medical Director, CHCP Medical Director and Humberside LMC. No major concerns were raised during the consultation
Promoting Inclusivity How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation	The providers of the services delivering against these policies will work within an NHS standard contract 2014/15 which includes in Section 13 a duty on Equity of Access, Equality and Non Discrimination. Amongst many things this places a legal contractual duty on providers to not discriminate between or against Service Users, Carers or Legal Guradians on the grounds of age, diability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation or any other non-medical characteristics, except as permitted by the Law. In addition the Providers must make reasonable adjustments for Service users, Carers and Legal Guradians who do not speak ,read or write English or who have communication difficutlies (including hearing, oral or learning impairments) Lastly, Provders are required to produce a plan and work with Commissioners to outline how they comply with section 149 of the Equality Act 2010. This plan will be managed through the Contract Review process.

Equality Impact Assessment Test:

What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?

Protected Characteristic:	No Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification where a *Genuine Determining Reason* exists
Gender (Men and Women)	X			
Race (All Racial Groups)	X			
Disability (Mental and Physical)	x			
Religion or Belief	x			
Sexual Orientation (Heterosexual, Homosexual and Bisexual)	x			
Pregnancy and Maternity	X			

Transgender	x			
Marital Status	x			
Age	x			

Action Planning:

As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?

Identified Risk:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
No risks identified				

Equality Impact Findings:

Analysis Rating:	Red [ ]	Red Amber [ ]	Amber [ ]	Green [X]

Red – Stop and remove the policy	**Red:** As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* It is recommended that the use of the policy be suspended until further work or analysis is performed.
Red Amber – Continue the policy	**Red Amber:** As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken.
Amber – Adjust the Policy	**Amber:** As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning* section of this document.
Green – No major change	**Green:** As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share *Protected Characteristics* and no further actions are recommended at this stage.

Other Comments:	
Confirmed by (Manager): **(Name and Title)**	Catherine Lightfoot Clinical Triage Lead Yorkshire and Humber Commissioning support

Date:	