

Equality Impact Analysis:									
Policy / Project / Function:	<p>Updated clinical commissioning policies on :</p> <ol style="list-style-type: none"> 1. Circumcision 2. Cystoscopy 3. Hair removal 4. Tattoo 5. Cleft ear lobe 6. Surgical fillers 7. D&C 8. Labiaplasty 9. Vasectomy GA 								
Date of Analysis:	January 23 rd 2014								
This Equality Impact Analysis was completed by: (Name and Department)	Jenny Walker Clinical Policy Support Manager								
What are the aims and intended effects of this policy, project or function?	<p>To review and update nine policies (adopted by NHS Hull CCG General Commissioning Policies in April 2013) that had review dates of Jan/Feb 2014.</p> <p>These policies aim to provide clarity to clinicians, patients and commissioners.</p>								
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 ?	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Employees</td> <td style="text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td>Service Users</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> <tr> <td>Members of the Public</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> <tr> <td>Other (List Below)</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> </table> <p>Primary and secondary care clinicians .</p>	Employees	<input type="checkbox"/>	Service Users	<input checked="" type="checkbox"/>	Members of the Public	<input checked="" type="checkbox"/>	Other (List Below)	<input checked="" type="checkbox"/>
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Equality Impact Analysis:

Local Profile/Demography of the Groups affected (population figures)

General	The policies will be for people registered with a Hull GP																																																																																							
Age	<p>Resident population of Hull as at 1st October 2012 from GP registration file</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #e0ffff;"> <th rowspan="2">Age (years)</th> <th colspan="3">Resident population – living in Hull, 2012</th> </tr> <tr style="background-color: #e0ffff;"> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr><td>0</td><td style="text-align: right;">1,821</td><td style="text-align: right;">1,777</td><td style="text-align: right;">3,598</td></tr> <tr><td>1 to 4</td><td style="text-align: right;">7,377</td><td style="text-align: right;">6,987</td><td style="text-align: right;">14,364</td></tr> <tr><td>5 to 9</td><td style="text-align: right;">7,961</td><td style="text-align: right;">7,573</td><td style="text-align: right;">15,534</td></tr> <tr><td>10 to 14</td><td style="text-align: right;">7,267</td><td style="text-align: right;">6,678</td><td style="text-align: right;">13,945</td></tr> <tr><td>15 to 19</td><td style="text-align: right;">8,582</td><td style="text-align: right;">8,175</td><td style="text-align: right;">16,757</td></tr> <tr><td>20 to 24</td><td style="text-align: right;">11,301</td><td style="text-align: right;">11,685</td><td style="text-align: right;">22,986</td></tr> <tr><td>25 to 29</td><td style="text-align: right;">10,770</td><td style="text-align: right;">10,854</td><td style="text-align: right;">21,624</td></tr> <tr><td>30 to 34</td><td style="text-align: right;">9,886</td><td style="text-align: right;">8,972</td><td style="text-align: right;">18,858</td></tr> <tr><td>35 to 39</td><td style="text-align: right;">9,432</td><td style="text-align: right;">8,089</td><td style="text-align: right;">17,521</td></tr> <tr><td>40 to 44</td><td style="text-align: right;">9,967</td><td style="text-align: right;">8,702</td><td style="text-align: right;">18,669</td></tr> <tr><td>45 to 49</td><td style="text-align: right;">9,932</td><td style="text-align: right;">8,987</td><td style="text-align: right;">18,919</td></tr> <tr><td>50 to 54</td><td style="text-align: right;">9,054</td><td style="text-align: right;">8,448</td><td style="text-align: right;">17,502</td></tr> <tr><td>55 to 59</td><td style="text-align: right;">7,617</td><td style="text-align: right;">7,134</td><td style="text-align: right;">14,751</td></tr> <tr><td>60 to 64</td><td style="text-align: right;">6,901</td><td style="text-align: right;">6,547</td><td style="text-align: right;">13,448</td></tr> <tr><td>65 to 69</td><td style="text-align: right;">5,647</td><td style="text-align: right;">5,766</td><td style="text-align: right;">11,413</td></tr> <tr><td>70 to 74</td><td style="text-align: right;">4,041</td><td style="text-align: right;">4,456</td><td style="text-align: right;">8,497</td></tr> <tr><td>75 to 79</td><td style="text-align: right;">3,334</td><td style="text-align: right;">4,169</td><td style="text-align: right;">7,503</td></tr> <tr><td>80 to 84</td><td style="text-align: right;">2,203</td><td style="text-align: right;">3,402</td><td style="text-align: right;">5,605</td></tr> <tr><td>85+</td><td style="text-align: right;">1,629</td><td style="text-align: right;">3,243</td><td style="text-align: right;">4,872</td></tr> <tr style="font-weight: bold;"> <td>TOTAL</td> <td style="text-align: right;">134,722</td> <td style="text-align: right;">131,644</td> <td style="text-align: right;">266,366</td> </tr> </tbody> </table>	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
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Race	<p>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%.</p> <p>Services commissioned by NHS Hull CCG under these policies will be available and accessible to all regardless of race. Where required, interpreting and translation services will be available to service users whose first language is not English.</p>																																																																																							
Sex	2012 estimates. Hull; male population 134,722 female population 131,644 (Four of the policies affect just one gender.)																																																																																							
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 LGBT people live within Hull. However, the Government estimates that 5% of the national population are LGBT.
Religion, faith and belief	Hull (IAS) 2001 Census shows that 71.4% of population is Christian.
Marriage and civil partnership	Hull (IAS) the number of civil partnerships in 2010 was 16.
Pregnancy and maternity	From JSNA 2011 the fertility rate in Hull is significantly lower statistically than national and regional comparisons.

Equality Impact Analysis:

<p>Is any Equality Data available relating to the use or implementation of this policy, project or function ?</p> <p>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 <i>Protected Characteristics</i> – referred to hereafter as ‘<i>Equality Groups</i>’.</p> <p>Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>1: Application success rates <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p>
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dismissed by <i>Equality Groups</i>	
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 policies have been circulated for comment from CCG and other health care organisations via the Hull CCG Acting Chair, HEYHT Medical Director, CHCP Medical Director and Humber Foundation Trust Medical Director.
Promoting Inclusivity How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation	<p>The providers of the services delivering against these policies will work within the new NHS standard contract 2012/13. Section 19 details the duty on Equity of Access, Equality and Non Discrimination.</p> <p>Amongst many things this places a legal contractual duty on providers to not <i>discriminate against Service Users, Carers or Legal Guradians on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, sexual orientation</i></p> <p>In addition the Providers must <i>make reasonable adjustments for Service users, Carers and Legal Guradians who do not speak ,read or write English or who have communication difficultlies lincluding without limitation hearing, oral, or learning impairments)</i></p> <p>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.</p>

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 <i>Genuine Determining Reason</i> 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:	<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 40px; margin: 5px; text-align: center;">X</div> </div> <div style="display: flex; justify-content: space-around; margin-top: 5px;"> Red Red Amber Amber Green </div>
Red – Stop and remove the policy	<p>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 <i>Protected Characteristics</i>. It is recommended that the use of the policy be suspended until further work or analysis is performed.</p>
Red Amber – Continue the policy	<p>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 <i>Protected Characteristics</i>. However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken.</p>
Amber – Adjust the Policy	<p>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 <i>Action Planning</i> section of this document.</p>
Green – No major change	<p>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 <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>
Other Comments:	
Confirmed by (Manager): (Name and Title)	
Date:	