

# Equality Impact Assessment Screening

The Hospital Services Review

<b>Title of policy or service:</b>	Hospital Services Review	
<b>Name and role of officer/s completing the assessment:</b>	Katy Davison – Head of Communications SYB Working Together ACS Alexandra Norrish – Programme Director, Hospital Services Review	
<b>Date of assessment:</b>	October 2017	
<b>Type of EIA completed:</b>	<b>Initial EIA ‘Screening’</b> <input checked="" type="checkbox"/> <b>or</b> <b>‘Full’ EIA process</b> <input type="checkbox"/>	

## 1. Outline

### Give a brief summary of your policy or service

- Aims
- Objectives
- Links to other policies, including partners, national or regional

The South Yorkshire and Bassetlaw region has some of the most high-performing hospital services in the country but mounting demand- and supply-side pressures are creating specific challenges for each hospital trust. The Terms of Reference of the Review point to differences in the quality of services that patients in different parts of the region are able to access, and different levels of access to services. There are widely differing health outcomes across the region.

The Hospital Services Review presents an opportunity to leverage the benefits of working together across organisational boundaries to overcome these challenges as an integrated system and deliver the high-quality healthcare that patients deserve.

Over a ten month period, the Review team, in close partnership with system leaders, clinicians, patients and the public will identify a number of hospital services that are struggling, and develop a set of independent recommendations for how they could work better, and be sustainable for the future.

The ToR for the Review require the review to “explore tangible examples which will lead to sustainable hospital services, which best serve patient care, and which address inequalities.” They identify one of the main intended benefits of the review as being “opportunities to improve equitable access and outcomes through improved sustainability”. The ToR state that “Throughout the lifetime of the review, due regard will be paid to equalities issues at all times, and all outputs will be generated with this regard.”

	<p>The Equalities Impact Assessment screening laid out below is high level, since no proposals or recommendations around service change have yet been made.</p> <p>When the Review has identified its more detailed options and proposed models, an EIA will be undertaken for each. Currently data is being gathered to identify the communities who use the services, and this will form the basis of the EIAs.</p> <p>This EIA screening sits alongside the Communications &amp; Engagement Strategy for the South Yorkshire &amp; Bassetlaw Working Together Accountable Care System; the Engagement Framework for the South Yorkshire &amp; Bassetlaw Working Together Accountable Care System and the Communications &amp; Engagement Plan for the Hospital Services Review.</p>
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**Identifying impact:**

- **Positive Impact:** will actively promote or improve equality of opportunity;
- **Neutral Impact:** where there are no notable consequences for any group;
- **Negative Impact:** negative or adverse impact causes disadvantage or exclusion. If such an impact is identified, the EIA should ensure, that as far as possible, it is either justified, eliminated, minimised or counter balanced by other measures. This may result in a ‘full’ EIA process.

**2. Gathering of Information**  
 This is the core of the analysis; what information do you have that might *impact on protected groups, with consideration of the General Equality Duty.*

(Please complete each area)	What key impact have you identified?			For impact identified (either positive and or negative) give details below:	
	Positive Impact	Neutral impact	Negative impact	How does this impact?	What action, if any, do you need to take to address these issues and what difference will this make?
<b>Human rights</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	In the section 1A report that this EIA screening refers to, the Hospital Services Review has identified the list of services that the Review will focus on. These are urgent and emergency care, maternity, care of the acutely ill child, stroke, and gastroenterology and endoscopy.	At this point no action is required.  Further EIAs will be developed in future once there are recommendations to assess.
<b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
<b>Carers</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
<b>Disability</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
<b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
<b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
<b>Religion or</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

<b>belief</b>				<p>The Review team have not yet developed any specific models or recommendations around these services. Until we have specific models / recommendations to consider, it is not possible to assess meaningfully what impact the Review’s recommendations might have on human rights, or on the protected characteristics of age, carers, disability, sex, race, religion or belief, sexual orientation, gender reassignment, pregnancy and maternity, or discrimination relating to marriage and civil partnership.</p> <p>As the review recommendations are developed, the nature of the services that we are including in the Review (for example maternity services, care of the acutely ill child) make it likely that the options considered will have an impact on these equalities groups. However until we know what the recommendations are, as the Review develops, we cannot assess whether the impact will be positive, negative or neutral.</p> <p>Therefore, equalities issues will be kept under review as the review recommendations are developed. Once the recommendations have been developed, further EIAs will take place to understand the potential impact of the review recommendations, and if necessary we will undertake a full impact assessment.</p> <p>The publication of the Review will in and of itself not result in changes to services, since</p>
<b>Sexual orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>Gender reassignment</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>Marriage and civil partnership</b> (only eliminating discrimination)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

				<p>the Review will only make recommendations to the system. Any changes to services, and therefore impact on the protected groups, will come once commissioners decide which if any of the Review's recommendations to take forward and implement.</p>	
<p><b>Other relevant groups</b></p>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>One group which may be affected by the publication of the Section 1A Report, which identifies the services which staff will focus on, is the workforce in the organisations affected.</p> <p>Staff may be affected by the potential de-stabilisation they may feel whilst the review is underway.</p> <p>However at this point there are no specific proposals so we cannot assess the specific impacts on staff.</p>	<p>A full EIA has been considered and deemed unnecessary at this stage, but this should be reviewed once the review has been officially launched and the potential impact upon staff becomes clearer.</p> <p>This may also affect the impact assessment given on the other protected characteristics and wider patient population - should it begin to affect service delivery. Again this should be reviewed after the official launch of the review in October.</p> <p>A programme of engagement with staff from the service areas being reviewed has been put in place to ensure they have the opportunity to fully understand and input into the review. It is anticipated this will mitigate some of the risk of them feeling de-stabilised whilst the review is underway.</p> <p>Communications materials have</p>

					also been developed to make it clear to staff that the Review is likely, if anything, to identify the need for more rather than fewer staff. The communication messages therefore make it clear that while staff might be expected to change where and/or how they work, we do not anticipate job losses as a result of the Review.
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**IMPORTANT NOTE:** *If any of the above results in 'negative' impact, a 'full' EIA which covers a more in depth analysis on areas/groups impacted must be considered and may need to be carried out.*

Having detailed the actions you need to take please transfer them to onto the action plan below.

<b>3. Action plan</b>				
<b>Issues/impact identified</b>	<b>Actions required</b>	<b>How will you measure impact/progress</b>	<b>Timescale</b>	<b>Officer responsible</b>
Potential de-stabilisation of staff in services under review	Thorough engagement process with staff in service areas. This includes messaging that while staff might be expected to change where and/or how they work, we do not anticipate job losses as a result of the review.	Number of staff in service areas contributing to the engagement exercise  Evidence of disquiet in affected services (through line manager/ peer to peer discussions)  Staff resignations	Oct/ Nov	ACS HoC/ ACS Engagement Manager/ ACS Medical Director/ ACS Steering Group
Potential de-stabilisation of staff in services under review	Review EIA Screening		Nov/ Dec	ACS HoC/ ACS Engagement Manager

Potential impact on protected characteristic groups and wider patient population of recommendations from review	Conduct EIAs for each recommendation put forward and as part of the engagement process		Nov – March	ACS Review Team/ ACS HoC/ ACS Engagement Manager
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<b>4. Monitoring, Review and Publication</b>				
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<b>When will the proposal be reviewed and by whom?</b>	<b>Lead / Reviewing Officer:</b>	<b>HSR Steering Group</b>	<b>Date of next Review:</b>	<b>December 2017</b>
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