

Equality Impact Assessment

Name of Proposal being assessed:

Clarence Park and Graham Road Service Change Proposal

Does this Proposal relate to a new or existing programme, project, policy or service?

New proposal

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Lead Equality Officer	
Key decision which this EIA will inform and the decision-maker(s)	To agree the proposal outlined in the case for change BNSSG Primary Care Commissioning Committee

Step 1: Equality Impact Assessment Screening

- Does the project affect service users, employees and/or the wider community?
Yes
- Could the proposal impact differently in relation to different characteristics protected by the Equality Act 2010?
Yes (**Further clarification of the demographics needs to be determined**)

Assessment of Impact of Proposal on Protected Characteristics				
Protected Characteristic	Positive Impact ✓	Negative Impact ✗	Neutral Impact ✓	Please provide reasons for your answer and any mitigation required
Age* [eg: young adults, working age adults; Older People 60+]		✓		If the service changes location it could mean that parents with young children; older people who are frail and/or have with mobility issues might need to travel further – especially if they can

Assessment of Impact of Proposal on Protected Characteristics				
Protected Characteristic	Positive Impact ✓	Negative Impact ✗	Neutral Impact ✓	Please provide reasons for your answer and any mitigation required
				<p>currently walk to services.</p> <p>Consideration will need to be given to access by public transport and for parking.</p> <p>For engagement purposes it is important to gain the views of these cohorts of the practice population to understand their concerns so these can be mitigated where possible. Outreach engagement will be undertaken to surface any issues.</p> <p>The same cohorts of the practice population may also experience a positive impact from an improved offer of the range of services and improved access to appointments.</p>
Disability Physical Impairment; Sensory Impairment; Mental Health; Learning Difficulty/ Disability; Long-Term Condition		✓		<p>If the service has a change of location – it is possible that people with sensory impairment or a disability may have further to travel to the new service</p> <p>The new services may be located in an estate where there is more pressure on parking. Provision for disabled parking will need to be considered and established as possible.</p> <p>People with mental health illness and/or a long term condition may experience improvements if a greater range of services can be offered.</p> <p>The views of these cohorts of</p>

Assessment of Impact of Proposal on Protected Characteristics				
Protected Characteristic	Positive Impact ✓	Negative Impact ✗	Neutral Impact ✓	Please provide reasons for your answer and any mitigation required
				the practice and wider population will be sought to surface any issues people may have.
Gender Reassignment [Trans people]			✓	There should be no disproportionate impact on people undergoing or having received gender reassignment. The change process may present an opportunity to review how any improvements might be made if any issues are raised during the engagement process. Outreach engagement with representatives from the Trans community will be undertaken to surface any issues or concerns they may have.
Race [including nationality and ethnicity]			✓	There should be no disproportionate impact for people from the Black Asian and Ethnic Minority community from this proposal. Outreach engagement with representatives from the BAME community will be undertaken to surface any issues or concerns they may have.
Religion or Belief			✓	There should be no disproportionate impact for people with a range of religious or non-religious beliefs from this proposal. Outreach engagement with representatives from the faith community will be undertaken to surface any issues or concerns they may have.
Sex			✓	There should be no

Assessment of Impact of Proposal on Protected Characteristics				
Protected Characteristic	Positive Impact ✓	Negative Impact ✗	Neutral Impact ✓	Please provide reasons for your answer and any mitigation required
[Male or Female]				<p>disproportionate impact for males or females from this proposal.</p> <p>The engagement work will be open to all of the practice population and the neighbouring wider public who may have an interest in joining the practice at a future time. Giving men and women the opportunity to raise any issues pertinent to their sex.</p>
Sexual Orientation			✓	<p>There should be no disproportionate impact for people from Lesbian, Gay, Bisexual or Questioning communities.</p> <p>There should be no disproportionate impact for people from Lesbian, Gay, Bisexual or Questioning communities.</p>
Pregnancy and Maternity			✓	<p>There should be no disproportionate impact for pregnant women and with maternity care.</p> <p>Outreach work with women receiving ante and postnatal services will be included in the engagement to ensure that any issues they have can be considered.</p>
Marriage and Civil Partnership			✓	<p>There should be no disproportionate impact for people who are married or who have a civil partnership.</p>

* Under-18s are only protected against age discrimination in relation to work, not in access to services, housing, etc. Children's rights are protected by several other laws and treaties, such as: The Children Act; the Human Rights

Act 1998; the UN Convention on the Rights of the Child; the European Convention on Human Rights; the UN Convention on the Rights of Persons with Disabilities; and the UN Convention on the Elimination of Discrimination against Women.

3. **Relevance to the Public sector Equality Duty**

Advance equality of opportunity between people who share a protected characteristic and those who do not

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.

Foster good relations between people who share a protected characteristic and those who do not.

4. **Health Inequalities:**

Does the proposal relate to an area with known Health Inequalities?

Yes

On the basis of this screening assessment do you consider this proposal to be relevant to the General Duty or to any particular protected characteristic?

Yes – it will offer an opportunity to review the services in the light of the feedback received from the engagement process to see if any improvements can be made to improve access for people with protected characteristics and to reduce health inequalities, especially in cohorts of the community who have poorer health outcomes, for example Gypsy, Roma Traveller communities and LGBT communities.

5. **If no, then set out reasons and evidence here:**

6. **Conclusion:**

Proceed to full EIA? **Yes**

Signed:

Date: