**Equality Impact Assessment**

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| **Care Group/Directorate:** |  | **Service:** |  |
| Corporate – Emergency Preparedness Resilience and Response (EPRR) |  | **Policy:** |  |
| **Name of Service/Title of Policy or Strategy, Name of Event:** |  | **Event:** |  |
| All policies and plans owned and maintained by EPRR. The overarching document is the EPRR Policy |  | **Strategy:** |  |
| **Equality Impact Assessment Undertaken by:** |  | **Date undertaken:** | |
| Katie Speed – EPRR Manager |  | 19/03/2024 | |

**Questions**

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| 1. **What are the main aims and purposes of the Service?** |
| This an overarching policy describing how Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH) will discharge its legal duties with regard to Emergency Planning Resilience and Response (EPRR). This EIA covers all EPRR plans and policies written in line with the EPRR policy e.g. Major Incident Plan, Major Incident Recovery Plan, Business Continuity Policy, Heatwave Plan, Severe Weather and Winter Plan, Road Fuel Plan, Pandemic Influenza Plan, Manager's On-Call Policy etc. |

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| 1. **Who is involved in delivering the service? (i.e., partnerships, stakeholders or agencies)** |
| The policy is to be implemented by the Trust EPRR Manager who has the delegated authority as operational lead for EPRR matters. The Trust Accountable Emergency Officer (AEO), at time of writing - the Chief Operating Officer has overall responsibility and authority for EPRR matters. The EPRR Policy provides the strategy within which all other EPRR plans and policies are written.  Some plans include other Health System partners and/or Local Resilience Forum organisations such as local authorities, emergency services, utility companies etc. |

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| 1. **What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this service?** |
| The implementation of this policy will ensure that all EPRR plans and policies take into account different groups needs of people with protected characteristics. Consultation with different teams has identified several examples as follows:  Consultation with different teams highlighted the need to ensure that effective communication with staff and patients takes into account persons ability to understand written instructions and the necessity in some cases to communicate verbally.  Consideration of vulnerable age groups when planning for different risks e.g. Pandemic Flu Planning.  Consideration of patients and staff with sensory or mobility impairment e.g. Evacuation planning. |

*Please use the following table to indicate the impact for the policy for the protected characteristics*

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| **Protected Characteristics** | **Positive Impact** | **Negative Impact** | **Reasons for Impact** |
| **Age** |  |  | Policy identifies Children and Older People (65+) as potentially vulnerable groups and ensures they are considered where relevant in all plans and policies |
| **Disability** |  |  | Policy identifies vulnerable groups such as those with mobility or sensory impairment and ensures they are considered in all plans and policies |
| **Gender reassignment** |  |  | Policy benefits all regardless of gender reassignment. |
| **Marriage and civil partnership** |  |  | Policy benefits all regardless of marriage or civil partnership status. |
| **Pregnancy and maternity** |  |  | Policy identifies vulnerable groups such as children and those with children and ensures they are considered in all plans and policies. |
| **Race** |  |  | Policy benefits all regardless of race. |
| **Religion or belief** |  |  | Policy will ensure plans identify where religion or belief may affect EPRR plans and policies. |
| **Sex** |  |  | Policy benefits all regardless of sex. |
| **Sexual Orientation** |  |  | Policy benefits all regardless of sexual orientation. |
| **Disadvantaged groups** |  |  | Policy will identify vulnerable groups e.g homeless, low income groups and substanc missuse groups and local income groups to ensure they are considered in all EPRR plans and policies. |

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| 1. **What positive impacts are there for this service to better meet the needs of people with protected characteristics?** |
| This policy provides updated guidance to ensure all EPRR related plans and policies take into account differing needs of patients and staff to ensure all plans are as inclusive as possible. This will ensure that in an emergency situation, everyones needs will be taken into account and wherever there are any reasonable adjustments to be made they are included in plans, checklists etc. |

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| 1. **What action would be needed to ensure the service overcomes:**  * Discriminatory negative impacts * Exclusion * Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised. |
| All EPRR policies and plans will be fully inclusive of all peoples needs and each plan will be tailored specifically to meet the needs of those with protected characteristics.  During planning and responses to business continuity, critical and major incidents, messages will be communicated to managers to ensure staff and patients with access issues / reasonable adjustments are made aware of updates and communicated to appropriately. |

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| 1. **Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:** | | | | |
| **Options for action** | **Explanation if no further action is required** | **Lead responsible for overseeing actions** | **Timescales** | **Costs (where applicable)** |
| Communications Team to include reminder in their advice and communications to instruct managers to ensure staff with access issues are made aware of updates. | N/A | Katie Speed | Effective Immediately | N/A |

1. **Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Policy for the Development and Management of Procedural Documents.**

**For services / events please include the following:**

* How the equality impact of the service will be monitored
* Frequency of monitoring

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* How the monitoring results will be used and where they will be published;

* Who will be responsible for reviewing monitoring results and initiating further action where required

* Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?

* Any action points should be included in Business Division / Corporate action plans, with monitoring and review processes.

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| **Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.** |
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The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

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| **Name:** |  |  |
| Katie Speed |  |  |
| **Designation:** |  |  |
| EPRR Manager |  |  |
| **Signature:** |  | **Date:** |
|  |  | **19/03/2024** |