

EQUALITY IMPACT ASSESSMENT

Corporate Services:

Workforce and Organisational Development

Title of Policy

Trans Equality Policy

Equality Impact Assessment Undertaken by:

Amanda Ambler and Virginia Golding

Service:

Policy:

Event:

Strategy:

Date undertaken:

01/07/2020

Questions

1. What are the main aims and purposes of the Policy?

This policy provides guidance for the Trust's employees, line managers and Trans people on the expectations and other considerations that may be necessary. Trans people are protected by the following legislative acts and where possible the Trust is committed to go above and beyond to protect employees on the grounds of gender identity and gender expression, to afford full protection to Trans employees.

2. Who is involved in delivering implementing the policy? (i.e., partnerships, stakeholders or agencies)

This policy is relevant to all staff groups irrespective of grade.

3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of implementing the policy to different groups of people and the different needs of people with protected characteristics in relation to this policy?

- Equality Act 2010 (and Subsequent Amendments)
- Gender Recognition Act 2004
- Data Protection Act (1998) and Human Rights Act (1998)
- Stonewall Scotland & Scottish Transgender Alliance "Changing for the Better – How to include Transgender people in your workplace, a guide for forward thinking employers"
- Department of Health (DH) Trans guidance for the NHS (2008)

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The age of a person is irrelevant to Transition.
Disability	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Where a Trans person identifies they have a disability reasonable adjustments will be put into place where necessary. This will be supported by the current line manager where possible.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy promotes individual rights in particular around gender identify and gender expression, and provides support to managers as to how this can be achieved in the working environment.
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No Impact
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Trans people will have equal rights for pregnancy or maternity based on their gender identity in line with the Pregnancy, Maternity and Adoption policy.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	All Trans people will be treated with dignity and respect regardless of their race or ethnicity
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	All Trans people will be treated with dignity and respect regardless of their religion or belief. The Trusts Spirituality Team can support where necessary.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy outlines the intersectionality of the Trans community and the added impact that other equality protected characteristics can have

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			on inequalities that Trans people face. It enables staff to safeguard against such issues.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy outlines the intersectionality of the Trans community and the added impact that other equality protected characteristics can have on inequalities that Trans people face. It enables staff to safeguard against such issues.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy outlines the intersectionality of the Trans community and the added impact that other equality protected characteristics can have on inequalities that Trans people face. It enables staff to safeguard against such issues.

4. What positive impacts are there for this policy to better meet the needs of people with protected characteristics?

The Policy will support staff and help them feel empowered; this will mitigate any potential negative impact.

5. What action would be needed to ensure the policy 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.

On implementation the policy will need to be highlighted in team meetings and thereafter reference to the policy should be highlighted in all Local Inductions for new starters and be accessible for staff in work areas.

6. 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)
Trans Awareness Sessions		Line Manager's	Once and as necessary	N/A
Equality, Diversity and Inclusion Training		Line Manager's	3 Yearly	N/a

7. 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
Feedback from patients through complaints / Your Opion Counts.
Monitor IR1's lodged, grievances lodged with HR or FTSU.
- Frequency of monitoring
Annually
- How the monitoring results will be used and where they will be published;
The results will be used to improve the experiences of our Patients and Staff and published annually in the Public Sector Equality Duty report.
- Who will be responsible for reviewing monitoring results and initiating further action where required
Head of Equality, Diversity, Inclusion and Participation
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
None
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.
Action points will be fed into the EDI&P Standards Workstream.

Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.

Yes No

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

Name:

Virginia Golding

Designation:

Head of EDI&P

Signature:

Date: