

Equality Impact Assessment (EIA)

The Equality Impact Assessment is a written record that demonstrates that the policy lead has shown *due regard* with respect to the characteristics protected by the Equality Act 2010 to the need to:-

- i. **eliminate unlawful discrimination,**
- ii. **advance equality of opportunity,** and
- iii. **foster good relations** between persons with different characteristics

Policy or service being assessed:	Prevent Policy
Lead Person:	Maegan Hepher Interim Named Nurse Safeguarding
Person(s) responsible for carrying out the assessment (if not the Lead Person):	n/a

EIA Stage 1

1. Is this a new or existing policy or service?	Existing
2. What is the expected outcome of the service / policy? (e.g. aims, objectives and purposes of the service / policy, standards for practice).	To identify how staff will be supported to develop an understanding of the Prevent Policy and Strategy and how to raise/escalate concerns within the Trust in relation to identifying and taking appropriate action intended to prevent people becoming radicalised/terrorists or supporting terrorism
3. Does this policy / service link to others? If yes please state link below:	Child and Adult Safeguarding Policy Statements Information Sharing
4. Who is intended to benefit from the policy / service? In what way?	<ul style="list-style-type: none"> • Trust staff – outlining their responsibilities about how to escalate concerns and guidance around information sharing • Patients, staff and the general public – in supporting an appropriate response to concerns about terrorism
5. How is the policy / service to be put into practice? Who is responsible?	<ul style="list-style-type: none"> • Named Nurse Safeguarding to attend Channel meetings • Named Nurse Safeguarding and other trained members of staff to deliver WRAP training as developed by the Home Office
6. How and where is information about the policy / service publicised? Example on the Trust	SID

Staff Information desk.	
7. What regular consultation do you carry out with different communities and groups re the policy / service?	NHS England Prevent Lead who work closely with Local Police Forces and the Home Office
8. Are there concerns that the policy / service could have an adverse impact because of:	Yes - see below.
	<i>(If yes, details must be given. It may be appropriate to provide details of aspects considered even where the answer is no.)</i>
<ul style="list-style-type: none"> • Age (eg consider impact on younger people/ older people) 	Yes. Statistics reveal that younger people are more vulnerable to being radicalised
<ul style="list-style-type: none"> • Disability (remember to consider physical, mental and sensory impairments) 	Yes, statistics reveal that people with a mental disorder or learning disability are more vulnerable to being radicalised
<ul style="list-style-type: none"> • Sex/Gender (any particular impact on males, females, also consider impact on those responsible for childcare) 	No
<ul style="list-style-type: none"> • Gender reassignment (ie impact on people who identify as trans or non-binary) 	No
<ul style="list-style-type: none"> • Race / ethnicity / ethnic communities / cultural groups 	<p>Yes – some BME communities will be disproportionately affected by concerns and potential abuse / discrimination linked to fears around terrorism. It is important that the Trust seeks to foster good relations and ensure that no community is made to feel excluded or as if they are viewed as potential terrorists.</p> <p>Maintaining strong relationships with partner organisations by regular attendance at ‘Channel’, and engagement with the local community through the services we deliver will help to ensure that people from all ethnic backgrounds and cultural groups are supported and included in preventing vulnerable people becoming involved in extremist activities</p>
<ul style="list-style-type: none"> • Pregnancy and maternity, including adoption (ie impact during pregnancy and the 12 months after; including for both heterosexual and same sex couples) 	No
<ul style="list-style-type: none"> • Sexual Orientation (impact on people who identify as lesbian, gay or bi – whether stated as ‘out’ or not) 	No

<ul style="list-style-type: none"> • Marriage and/or Civil Partnership (including heterosexual and same sex marriage) 	No
<ul style="list-style-type: none"> • Religion and/or Belief (includes those with religion and /or belief and those with none) 	Yes – as per section on Race / ethnicity / ethnic communities / cultural groups as above
<p>9. Do the differences amount to discrimination and the potential for adverse impact in this policy?</p>	Yes
<p>10. If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason i.e. Indirect discrimination can be justifiable sometimes when a service is being provided for a particular target group e.g. Asian women’s breast screening, Gay men’s sexual health clinic, gender specific services /environments. If yes, please give reasons.</p>	This approach is clearly justifiable in relation to protecting the safety (against terrorism) of people from across all protected characteristics groups and wider. Raising awareness of the principles embedded in the Prevent strategy is intended to reach all audiences including protected characteristics groups to ensure the safety of all individuals who may be vulnerable to exploitation by terrorist groups
<p>11. Do you think this policy / service specifically contributes to promoting equality and diversity in North Staffordshire? If so, in what way? Please note any examples of good practice</p>	Yes – staff members gain further awareness that people of all ages, genders, ethnic and cultural groups regardless of disability could potentially be vulnerable to extremism
<p>12. What approaches will you take to get feedback on your assessment?</p>	Feedback sheets provided to all participants who complete the WRAP training. These are then returned to the Home Office.
<p>13. Will the assessment link to other mainstream service planning or review processes?</p>	No
<p>14. Should there now be a Full Impact Assessment and if so, what are the reasons for this?</p>	No
<p>15. Date on which full assessment to be completed by.</p>	n/a
<p>16. What further data or information do you need to carry out a full assessment?</p>	n/a

17. Do you need any additional assistance to help you carry out the full assessment?	n/a
18. Date of assessment:	n/a
Other points to consider at review	

Signed (Lead Assessor)

Maegan Hepher

Date

09/12/16

GETTING FEEDBACK AND ADVICE

Feedback should now be sought from the Trust Diversity and Inclusion Lead via email: Diversity@northstaffs.nhs.uk

What feedback / guidance was provided?
<ul style="list-style-type: none"> • Template updated to include full protected characteristics list. • Advice offered to review 'Race / ethnicity / ethnic communities / cultural groups' section and 'Religion and/or Belief' <p style="text-align: right;">Lesley Faux, 09/12/16</p>

**Signed
 (Diversity & Inclusion Lead)**



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Lesley Faux

Date

09/12/16