

**Equality Impact Assessment (EIA) Stage 1**

<b>Policy or service being assessed:</b> Recognition Agreement
<b>Lead Person:</b> Alexa Lloyd
<b>Person(s) responsible for carrying out the assessment (if not the Lead Person).</b> Lisa Bennett

<b>1. Is this a new or existing policy or service?</b>	Existing policy
<b>2. What is the expected outcome of the service / policy? (e.g. aims, objectives and purposes of the service / policy, standards for practice).</b>	<p>This agreement provides a framework to support partnership working with recognised trade Unions and sets out a series of mutual commitments from both staff side and the Trust</p> <p>Recognised Trade Unions listed in the policy include nationally recognised Trade Unions with membership amongst the current workforce. It is recognised that significant changes may occur in the pattern and distribution of membership that may require changes to the list. Any changes will be jointly discussed but will be subject to principles as stated in the policy. This includes that any additional trade union will only be recognised if it can demonstrate a sustained level of membership amongst Trust employees for a period of 12 months and their recognition is agreed by existing recognised Trade Unions. The Trust will consider suspending or withdrawing recognition from a Trade Union where it cannot demonstrate a meaningful level of membership within the Trust and where this is agreed by the other recognised Trade Unions.</p>
<b>3. Does this policy / service link to others? If yes please state link below:</b>	<p>Agenda for Change NHS Terms and Conditions of Service</p> <p>All Medical and Dental NHS Terms and Conditions of Service</p>
<b>4. Who is intended to benefit from the policy / service? In what way?</b>	The Trust and its recognised Trade Unions are committed to working in partnership as a key part of an approach to ensuring that staff representatives are involved in the development of Trust strategies and service plans through collective bargaining and partnership working.

<p><b>5. How is the policy / service to be put into practice? Who is responsible?</b></p>	<p>Agreements reached through the JLNC will be binding on all staff. Staff Side and Management side are responsible for ensuring matters are discussed with stakeholders where appropriate prior to reaching agreement.</p> <p>Any other arrangements regarding the operation and function of the JLNC will be jointly agreed</p>	
<p><b>6. How and where is information about the policy / service publicised? Example on the Trust Staff Information desk.</b></p>	<p>Policies folder on SID</p>	
<p><b>7. What regular consultation do you carry out with different communities and groups re the policy / service?</b></p>	<p>JNCC/JLNC will review 3 yearly, or earlier if required.</p>	
<p><b>8. Are there concerns that the policy / service could have an adverse impact because of:</b></p>	<p><b>Yes/No</b></p>	<p><b>If YES, please state evidence (either presumed or otherwise)</b></p>
<ul style="list-style-type: none"> <li>• <b>Age</b> (eg consider impact on younger people/ older people)</li> </ul>	<p>No</p>	
<ul style="list-style-type: none"> <li>• <b>Disability</b> (remember to consider physical, mental and sensory impairments)</li> </ul>	<p>No</p>	
<ul style="list-style-type: none"> <li>• <b>Sex/Gender</b> (any particular impact on males, females, also consider impact on those responsible for childcare)</li> </ul>	<p>No</p>	
<ul style="list-style-type: none"> <li>• <b>Gender reassignment</b> (ie impact on people who identify as trans or non-binary)</li> </ul>	<p>No</p>	
<ul style="list-style-type: none"> <li>• <b>Race / ethnicity / ethnic communities / cultural groups</b></li> </ul>	<p>Yes</p>	<p>A copy of the policy or other documents may be made available translated in to other languages on request, though the likelihood of this is minimal.</p>
<ul style="list-style-type: none"> <li>• <b>Pregnancy and maternity, including adoption</b> (ie impact during pregnancy and the 12 months after; including for both heterosexual and same sex couples)</li> </ul>	<p>No</p>	
<ul style="list-style-type: none"> <li>• <b>Sexual Orientation</b> (impact on people who identify as lesbian, gay or bi – whether stated as ‘out’ or not)</li> </ul>	<p>No</p>	
<ul style="list-style-type: none"> <li>• <b>Marriage and/or Civil Partnership</b> (including heterosexual and same sex marriage)</li> </ul>	<p>No</p>	
<ul style="list-style-type: none"> <li>• <b>Other equality groups</b></li> </ul>	<p>Potential</p>	<p>There may be issues around recognition or failure to recognise some</p>

		organisations representing groups of staff. The policy sets out a mechanism for reviewing these cases.
<b>9. Do the differences amount to discrimination and the potential for adverse impact in this policy?</b>	No	
<b>10. If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason</b> 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	N/A	
<b>If YES, please give reasons:</b>	N/A	
<b>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</b>	Yes – recognition of trade unions is key to a healthy and democratic organisation. Trade unions are by their nature inclusive organisations which positively promote good practice and challenge discrimination and exclusion across the full range of equality and diversity, providing healthy challenge to the employing organisation and bringing in good practice from other areas and organisations.	
<b>12. What approaches will you take to get feedback on your assessment?</b>	The Policy POL3 will be distributed to staff side representatives prior to policy ratification	
<b>13. Will the assessment link to other mainstream service planning or review processes?</b>	No	

