

Stage 1 Equality, Health Inequality Impact and Risk Assessment

- Title of Assessment:
- Person Responsible (please insert name, email address and contact number):
- Service Area:
- Overview of proposal, policy, service etc:

Equality, Health Inequality Impact and Risk Assessment

Section one: equality impact

For each question, please answer **Yes** or **No**, and provide a brief rationale for your answer.

1. Will this (decision / proposal / change) affect / impact on people in any way? (e.g. population, patients, carers, staff)?
2. Is this decision or change part of a transformation programme or commissioning / decommissioning review?
3. Is this a decision that may change or potentially change the delivery of a service / activity or introduce a charge?
4. Will this (decision / proposal / change) potentially reduce the availability of a service or activity or product (e.g. prescriptions)?
5. Is this a review of a policy, procedure, protocol or strategy?
6. Is this (decision / proposal / change) about improving access or delivery of a service?
7. Will this (decision / proposal / change) potentially negatively impact groups covered by the Equality Act and other vulnerable groups?
8. Will this (decision / proposal / change) affect Employees or levels of training for those who will be delivering the service?

9. Will this (decision / proposal / change) have any **positive** effect / impact in reducing health inequalities?
10. Will this (decision / proposal / change) have any **negative** effect / impact on health inequalities?

Section two: equality risk

For each question, please answer **Yes** or **No**, and provide a brief rationale for your answer.

11. To reach your (decision / proposal / change) have you considered any information / supporting documents?
12. Have you engaged or consulted with people or stakeholders / staff that may be affected by the (decision / proposal / change)?
13. Have you taken specialist advice in regard to impacts of the (decision / proposal / change)?
14. Have you considered how this can address and eliminate discrimination, harassment and victimisation?
15. Have you considered how this can help to address inequality issues to enable all groups to access services?
16. Have you considered how this can help foster good relations and community cohesion within communities?
17. Can you address or minimise any negative impacts that may represent an equality risk?
18. Will your decision reports be available to the public?

Section three: human rights impact

For each question, please answer **Yes** or **No**, and provide a brief rationale for your answer.

19. Is there any concern that Article 2: Right to life may be breached?
20. Is there any concern that Article 3: Right not to be treated in an inhuman or degrading way may be breached?
21. Is there any concern that Article 5: Right to liberty may be breached?

22. Is there any concern that Article 6: Right to a fair trial or hearing (this includes right to fair assessment, interview or investigation) may be breached?
23. Is there any concern that Article 8: Right to respect for private and family life may be breached?
24. Is there any concern that Article 9: Right to freedom of thought, conscience and religion may be breached? E.g. right to participate (individually or as a group) religion / belief
25. Is there any concern that Article 10: Right to freedom of expression may be breached? E.g. concern that people won't be able to have opinions and express their views on their own or in a group
26. Is there any concern that Article 14: Right not to be discriminated against in relation to any human rights, may be breached?
27. Is there any concern the obligation to protect human rights may be breached? E.g. concern that systems, processes and monitoring will not identify human rights breaches.

Section four: Assessment Comments

28. Further comments from individual / team drafting this assessment:

- Stage 1 Assessment / Approval comments from MLCSU Equality and Inclusion Business Partner: