

## Appendix 8 Equality Impact Assessment Screening Form

Department/Function	Estates & Facilities			
Lead Assessor	Trust Security Manager			
What is being assessed?	Safer Environments Policy			
Date of assessment	5 <sup>th</sup> May 2022			
What groups have you consulted with? Include details of involvement in the Equality Impact Assessment process.	Staff Inclusion Network/s	<input checked="" type="checkbox"/>	Staff Side Colleagues	<input type="checkbox"/>
	Service Users	<input checked="" type="checkbox"/>	Other (Inc. external orgs)	<input type="checkbox"/>
	Please give details:			

1) What is the impact on the following equality groups?		
<b>Positive:</b> <ul style="list-style-type: none"> <li>➤ Advance Equality of opportunity</li> <li>➤ Foster good relations between different groups</li> <li>➤ Address explicit needs of Equality target groups</li> </ul>	<b>Negative:</b> <ul style="list-style-type: none"> <li>➤ Unlawful discrimination, harassment and victimisation</li> <li>➤ Failure to address explicit needs of Equality target groups</li> </ul>	<b>Neutral:</b> <ul style="list-style-type: none"> <li>➤ It is quite acceptable for the assessment to come out as Neutral Impact.</li> <li>➤ Be sure you can justify this decision with clear reasons and evidence if you are challenged</li> </ul>
Equality Groups	Impact (Positive / Negative / Neutral)	Comments
<b>Race</b> (All ethnic groups)	Positive	<ul style="list-style-type: none"> <li>➤ Provide brief description of the positive / negative impact identified benefits to the equality group.</li> <li>➤ Is any impact identified intended or legal?</li> </ul> Policy explicitly makes reference to hate crimes, hate incidents, racial abuse
<b>Disability</b> (Including physical and mental impairments)	Positive	Consideration needs to be taken for patients who have mental health issues, Tourette's, etc.  Staff with physical or mental disabilities may be at increased risk of, or need additional support in the aftermath of, incidents of violence or aggression.
<b>Sex</b>	Positive	The majority of staff performing roles at higher risk are female.
<b>Gender reassignment</b>	Positive	Policy explicitly makes reference to hate crimes, hate incidents.
<b>Religion or Belief</b>	Positive	Policy explicitly makes reference to hate crimes, hate incidents.
<b>Sexual orientation</b>	Positive	Policy explicitly makes reference to hate crimes, hate incidents.
<b>Age</b>	Neutral	
<b>Marriage and Civil Partnership</b>	Neutral	
<b>Pregnancy and maternity</b>	Neutral	
<b>Other</b> (e.g. caring, human rights)	Positive	Policy explicitly makes reference to hate crimes, hate incidents.

2) In what ways does any impact identified contribute to or hinder promoting equality and diversity across the organisation?	<p>Reduction of instances of violence, aggression, physical assault, abuse or anti-social behaviour towards ELHT employees. Reduces the risk of patients being the subject of or witness to verbal or physical abuse.</p> <p>Provides a safer working environment for general practitioners and their staff by dealing with patients who are verbally or physically abusive.</p> <p>Enable staff to manage appropriately an aggressive or violent situation should they arise Support staff in the aftermath of any such incidents.</p>
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<b>3) If your assessment identifies a negative impact on Equality Groups you must develop an action plan to avoid discrimination and ensure opportunities for promoting equality diversity and inclusion are maximised.</b> <ul style="list-style-type: none"> <li>➤ This should include where it has been identified that further work will be undertaken to further explore</li> <li>➤ the impact on equality groups</li> <li>➤ This should be reviewed annually.</li> </ul>		
Action Plan Summary		
<b>Action</b>	<b>Lead</b>	<b>Timescale</b>
N/A		