

## Equality Analysis Record

<p><b>1. Trust policies and procedures should support the requirements of the Equality Duty within the Equality Act:</b></p>	<ul style="list-style-type: none"> <li>• Eliminate discrimination, harassment and victimisation;</li> <li>• Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</li> <li>• Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li> </ul>	<p>When designing the processes in your document, have you taken care to support the requirements of the Equality Act?</p> <p><b>Yes</b></p>
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<p><b>2. When considering whether the processes outlined in your document may adversely impact on anyone, is there any existing research or information that you have taken into account?</b></p>	<p>For example:</p> <ul style="list-style-type: none"> <li>• Local or national research</li> <li>• National health data</li> <li>• Local demographics</li> <li>• SECAMB race equality data</li> <li>• Work undertaken for previous EAs</li> </ul>	<p>If so, please give details:</p>
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<p><b>3. Do the processes described have an impact on anyone's human rights?</b></p>	<p>If so, please describe how (positive/negative etc): No impacts</p>
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<b>4. What are the outcomes of the EA in relation to people with protected characteristics?</b>			
<b>Protected characteristic</b>	<b>Impact</b> Positive/Neutral/ Negative	<b>Protected characteristic</b>	<b>Impact</b> Positive/Neutral/ Negative
Age	Neutral	Race	Neutral
Disability	Neutral	Religion or belief	Neutral
Gender reassignment	Neutral	Sex	Neutral
Marriage and civil partnership	Neutral	Sexual orientation	Neutral
Pregnancy and maternity	Neutral	<b>Date the EA was undertaken:</b> <b>25 January 2017 (IHAG)</b>	

<p><b>5. Mitigating negative impacts:</b></p> <p>If any negative impacts have been identified, an Equality Analysis Action Plan must be completed and attached to the EA Record. A template for the action plan is available in the <a href="#">Equality Analysis Guidance</a> on the Trust's website. Please contact <a href="mailto:inclusion@secamb.nhs.uk">inclusion@secamb.nhs.uk</a> for support and guidance.</p>
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