

Office Use Only

Submission Date:	April 2013
Approved By:	Sarah Thomas
Full EIA needed:	Yes/No

Equality Impact Assessment – Policies, SOP's and Services not undergoing re-design

1	Name of the Policy/SOP/Service	GUIDELINES FOR THE ASSESSMENT AND MANAGEMENT OF CONGENITAL NYSTAGMUS.	
2	Department/Business Group	ORTHOPTIC SERVICE TAMESIDE AND GLOSSOP COMMUNITY HEALTHCARE.	
3	Details of the Person responsible for the EIA	Name: Job Title: Orthoptic Team Leader Contact Details: 01613315154	
4	What are the main aims and objectives of the Policy/SOP/Service?	The guidelines are to provide guidance for Orthoptists in the assessment and management, of congenital nystagmus.	

For the following question, please use the EIA Guidance document for reference:

5	A) IMPACT	B) MITIGATION	
	<p>Is the policy/SOP/Service likely to have a <u>differential</u> impact on any of the protected characteristics? If so, is this impact likely to be positive or negative?</p> <p>Consider:</p> <ul style="list-style-type: none"> Does the policy/SOP apply to all or does it exclude individuals with a particular protected characteristic e.g. females, older people etc? What does existing evidence show? E.g. consultation from different groups, demographic data, questionnaires, equality monitoring data, analysis of complaints. Are individuals from one particular group accessing the policy /SOP /Service more/less than expected? 	<p>Can any potential negative impact be justified? If not, how will you mitigate any negative impacts?</p> <ul style="list-style-type: none"> ✓ Think about reasonable adjustment and/or positive action ✓ Consider how you would measure and monitor the impact going forward e.g. equality monitoring data, analysis of complaints. ✓ Assign a responsible lead. ✓ Designate a timescale to monitor the impacts. ✓ Re-visit after the designated time period to check for improvement. 	
Age	The patients will be babies or young children.	Testing will be adapted accordingly.	Lead
Carers / People with caring responsibilities	Carers will attend with the babies/children.		
Disability	Patients may have a disability.	Testing will be adapted accordingly.	

Race / Ethnicity	Patients may be of any race or ethnicity.	If a translator is required this will be organised through the LIPS service.	
Gender	Patients will be male or female. Gender will not affect the assessment or management.		
Gender Reassignment	N/A		
Marriage & Civil Partnership	N/A		
Pregnancy & Maternity	Carers may be pregnant and will have a young child.	An area for breastfeeding will be available.	
Religion & Belief	Will not have any bearing on the process		
Sexual Orientation	N/A		
General Comments across all equality strands			

EIA Sign-Off	<p>Your completed EIA should be sent to Sarah Thomas, Equality and Diversity Officer for approval and publication:</p> <p>sarah.thomas@stockport.nhs.uk</p> <p>0161 419 5827</p>
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