

Office Use Only

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

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

1	Name of the Policy/SOP/Service	Reasonable Adjustment Policy	
2	Department/Business Group	Human Resources	
3	Details of the Person responsible for the EIA	Name: Susan Clark Job Title: Equality and Diversity Manager Contact Details: 0161 419 4784	
4	What are the main aims and objectives of the Policy/SOP/Service?	<p>The duty to make reasonable adjustments aims to make sure that a disabled person can use a service as close as it is reasonably possible to get to the standard usually offered to non-disabled people. Also that a disabled person has the same access to everything that is involved in getting and doing a job as a non-disabled person.</p> <p>This policy sets out what managers and staff need to know to support them in making decisions about applying for / considering requests for reasonable adjustments in the workplace (in relation to disability) and discussing requests from patients about how they could receive more accessible services across a range of different settings.</p>	

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 differential 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. <p style="text-align: right;">Lead</p>	
Age	<p>The policy is likely to have a positive impact on older people. The positive impact is expected for both staff and service users.</p> <p>The prevalence of disability rises with age - around 6 per cent of children are disabled, compared to 15 per cent of working age adults and 45 per cent of adults over State Pension age in Great Britain. Therefore older people are most likely to benefit from the reasonable adjustments that are recommended as a result of the policy. Source: Family Resources Survey 2010/11.</p> <p>Since the abolition of the Default Retirement Age in 2011, staff are now able to continue working at the</p>		

	<p>Trust beyond the age of 65. This will mean that there will be more and more older people working at the Trust in future years. Older staff are more likely to become disabled and may require adjustments to the workplace etc. This policy will help make adjustments that will make staff feel supported to continue working as they get older.</p> <p>According to the Service Access Report (2012), the largest proportion of both inpatients and outpatients at the Trust fall in the age 64-85 category. Since prevalence of disability rises with age, the Reasonable Adjustment Policy is likely to have the largest positive impact on this age group.</p>		
Carers / People with caring responsibilities	The policy is likely to have a positive impact on people with caring responsibilities who are accompanying people with disabilities to the Trust as services/buildings will be more accessible.		
Disability	The policy aims to make our services and employment more accessible for people with disabilities through reasonable adjustments such as providing information in more accessible formats, providing longer appointment times for people with learning disabilities or altering working hours (for staff). Therefore by its very nature the policy will have a positive impact on this people with a disability.		
Race / Ethnicity	Some of the reasonable adjustments that arise as a result of the policy could also benefit individuals whose first language is not English e.g. leaflets in Easy Read.		
Gender	No differential impact anticipated.		
Gender Reassignment	No differential impact anticipated.		
Marriage & Civil Partnership	No differential impact anticipated.		
Pregnancy & Maternity	No differential impact anticipated.		
Religion & Belief	No differential impact anticipated.		
Sexual Orientation	No differential impact anticipated.		
General Comments across all equality strands	We envisage that the policy will have a positive impact for all equality groups as we are working towards ensuring we are an accessible organisation. Also, many of the arrangements that we offer and will offer for disabled people can also be made available for those who don't have disabilities. For example, a person may find it easier to read our information leaflets in a larger than usual font.		

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 0161 419 5827</p>
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