

## Initial Equality Impact Assessment

1. Name of the service, strategy, project or policy	Equal Opportunities Policy
2. Directorate, Department/ Service	HR
3. Details of the person responsible for the Equality Impact Assessment	
Name	Susan Bell
Job Title	Equality and Diversity Manager
Telephone Number	0161-419-4794

### For Office Use Only

Date of Equality Impact Assessment submission	1 <sup>st</sup> June 2010
Approval	Yes.....√..... No.....
Comments by Approver: Equality & Diversity Manager	
As a result of this assessment is a Full Impact Assessment Required?	Yes..... No.....√.....

## Step 1: Aims and objectives of the Policy/Service

4. Type of Service or Policy	Existing ..... New.....
5. Describe the main aims, objectives and activities of the service or policy	<ul style="list-style-type: none"> <li>❖ To provide equality of opportunity in employment</li> <li>❖ To encourage, value and manage diversity</li> <li>❖ To promote equality of opportunity</li> <li>❖ To promote a harmonious working environment in which all persons are treated with dignity and respect</li> <li>❖ To fulfil our legal obligations under the equality legislation</li> </ul>
6. Are there any other services or policies that are linked to this one.	All HR policies
7. Who are the key stakeholders?	Employees

## Step 2: Considering Existing Research, Data & Engagement

8. What data is available about each of the following Equality groups and what does it say in relation to this service/policy	<p>Points you should consider:</p> <ul style="list-style-type: none"> <li>❖ <b>Demographic data including census statistics</b></li> <li>❖ <b>Who is using the function/policy; PAS &amp; ESR</b></li> <li>❖ <b>Recent research findings.</b></li> <li>❖ <b>Recent surveys or questionnaires.</b></li> <li>❖ <b>Single Equality Scheme data</b></li> <li>❖ <b>Results of equality monitoring data</b></li> <li>❖ <b>Analysis of complaints</b></li> <li>❖ <b>Information, engagement or consultation from different groups</b></li> </ul>
General comments across all equality strands.	<p>The policy's aim is to ensure equality of opportunity for all employees and prospective employees. Monitoring information is gathered to demonstrate the policy in practice and patterns are identified as part of the analysis process. The statistics for April 2010 are included in this EIA.</p> <p>The policy has been presented at the Joint Consultative Team meeting, which has representation from employee and union groups.</p>
Age	<p>Stockport is a relatively old borough. The average age is 39.4 and there are more people in their 50s than in their 20s. Compared to the UK as a whole, we have particularly low figures of 20-29 year olds (10.5% , 12.6% nationally) and particularly high rates of people aged 50-59 (13.1% , 12.5%</p>

	<p>nationally)</p> <table> <tr> <td>Age</td><td></td></tr> <tr> <td>16-24</td><td>275</td></tr> <tr> <td>25-34</td><td>803</td></tr> <tr> <td>35-44</td><td>1118</td></tr> <tr> <td>45-54</td><td>1377</td></tr> <tr> <td>55-64</td><td>673</td></tr> <tr> <td>65+</td><td>58</td></tr> <tr> <td>Total</td><td>4304</td></tr> </table> <p>The age profile for the Trust reflects the local community.</p>	Age		16-24	275	25-34	803	35-44	1118	45-54	1377	55-64	673	65+	58	Total	4304
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Dependants/Caring Responsibility	<p>Carers in Stockport are a key resource – 10% of residents in Stockport provide some unpaid care.</p> <p>Data is not collected about the carer status of employees.</p>																
Disability	<p>A significant proportion of residents of working age within the Stockport area are affected by disability (17.7%) and figures are predicted to rise as the population ages.</p> <p>42% of disabled people say they have had difficulty accessing health care services because of their disability.</p> <table> <tr> <td>Disabled</td><td></td></tr> <tr> <td>No</td><td>2564</td></tr> <tr> <td>Not declared</td><td>134</td></tr> <tr> <td>Undefined</td><td>1528</td></tr> <tr> <td>Yes</td><td>78</td></tr> <tr> <td>Grand Total</td><td>4304</td></tr> </table> <p>The number of employees with a disability is lower than expected at around 2%. However the Trust has only recently begun collecting this data and just under half of employees have yet to declare their disability status.</p>	Disabled		No	2564	Not declared	134	Undefined	1528	Yes	78	Grand Total	4304				
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Gender	<p>The Annual population survey 2005 estimated that there are 281,600 people living in Stockport. Of these residents, 51.6% are women and 48.4% are men. The gender divide in Stockport is roughly equal to national levels.</p> <table> <tr> <td>Gender</td><td></td></tr> <tr> <td>Male</td><td>817</td></tr> <tr> <td>Female</td><td>3487</td></tr> </table>	Gender		Male	817	Female	3487										
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Ethnicity	<p>Stockport has a small, but growing population of black and minority ethnic residents (4.3% at the 2001 census, but now estimated at 6.4%). However, among our younger generations, the growth is more pointed:</p> <ul style="list-style-type: none"> <li>• 9.8% of primary school children are BME</li> <li>• 6.9% of secondary school children are BME</li> <li>• 8.8% of births in 2006/07 were BME – more than double 2001 (4.3%)</li> </ul> <table> <tr><td>White - British</td><td>3453</td></tr> <tr><td>Not Stated</td><td>256</td></tr> <tr><td>Asian or Asian British - Indian</td><td>123</td></tr> <tr><td>White - Any other White background</td><td>105</td></tr> <tr><td>Black or Black British - African</td><td>94</td></tr> <tr><td>Asian or Asian British - Any other Asian background</td><td>59</td></tr> <tr><td>Any Other Ethnic Group</td><td>50</td></tr> <tr><td>White - Irish</td><td>49</td></tr> <tr><td>Asian or Asian British - Pakistani</td><td>48</td></tr> <tr><td>Chinese</td><td>15</td></tr> <tr><td>Mixed - White &amp; Black African</td><td>12</td></tr> <tr><td>Mixed - Any other mixed background</td><td>9</td></tr> <tr><td>Mixed - White &amp; Black Caribbean</td><td>8</td></tr> <tr><td>Black or Black British - Caribbean</td><td>7</td></tr> <tr><td>Mixed - White &amp; Asian</td><td>6</td></tr> <tr><td>Asian or Asian British - Bangladeshi</td><td>6</td></tr> <tr><td>Black or Black British - Any other Black background</td><td>3</td></tr> <tr><td>Undefined</td><td>1</td></tr> <tr><td><b>Grand Total</b></td><td><b>4304</b></td></tr> </table> <p>Compared to the 2001 census information minority ethnic groups are well represented in the Trust workforce compared to the communities that the Trust serves. However representation at all Bands needs further investigation.</p>	White - British	3453	Not Stated	256	Asian or Asian British - Indian	123	White - Any other White background	105	Black or Black British - African	94	Asian or Asian British - Any other Asian background	59	Any Other Ethnic Group	50	White - Irish	49	Asian or Asian British - Pakistani	48	Chinese	15	Mixed - White & Black African	12	Mixed - Any other mixed background	9	Mixed - White & Black Caribbean	8	Black or Black British - Caribbean	7	Mixed - White & Asian	6	Asian or Asian British - Bangladeshi	6	Black or Black British - Any other Black background	3	Undefined	1	<b>Grand Total</b>	<b>4304</b>
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Religion or Belief	<p>Stockport has a higher than average percentage of residents from religious groups, whose belief and practice should be understood and respected.</p> <ul style="list-style-type: none"> <li>• The majority of Stockport residents are Christian (75%) which is 5% greater than the national average.</li> <li>• 14.2% of Stockport residents have no stated religion.</li> <li>• 1.7% of Stockport residents are Muslim</li> <li>• 0.6% are Jewish</li> </ul>																																						

	<ul style="list-style-type: none"><li>0.5% are Hindu</li></ul>																										
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Gypsies & Travellers	There are 300,000 gypsies and travellers in Uk – but given their nomadic nature it is impossible to estimate local figures. There are often very hostile attitudes to travellers and this leads to poor access to and uptake of services.																										
Transgender or Transsexual	<p>Approximately 1 in 11,500 people in the world are Trans, though no local data is available, and trans status is currently not monitored by local healthcare providers.</p> <p>According to the Department of Health, more than 30% of trans people living in the UK report having experience of discrimination from professionals when accessing health care</p>																										
Sexual Orientation	<p>There is no local data on the size of our LGBT community, but the Government estimates around 7% of the UK identifies as lesbian, bisexual or gay. Sexual orientation is currently not monitored by most healthcare providers</p> <table><tr><td>Sexual Orientation</td><td></td></tr><tr><td>Bisexual</td><td>5</td></tr><tr><td>Gay</td><td>18</td></tr><tr><td>Heterosexual</td><td>2088</td></tr><tr><td>I do not wish to disclose</td><td>572</td></tr><tr><td>Lesbian</td><td>9</td></tr></table>	Sexual Orientation		Bisexual	5	Gay	18	Heterosexual	2088	I do not wish to disclose	572	Lesbian	9														
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<p>Information on sexual orientation has only recently been collected for staff and therefore the data is insufficient to identify patterns</p>		

### Step 3: Assessing the likely impact on Equality Groups

9. From the information you have gathered, please assess whether the service/policy would have a negative, positive or differential impact on each equality group.	<p>Points you should consider:</p> <ul style="list-style-type: none"> <li>❖ <b>What positive things are you undertaking to ensure inclusion by all?</b></li> <li>❖ <b>Are there any barriers which could impact any of the different groups?</b></li> <li>❖ <b>Does the function/policy promote the same choices for all groups?</b></li> <li>❖ <b>Can the function/policy be accessed by all?</b></li> <li>❖ <b>Is there enough data?</b></li> <li>❖ <b>Could the service/policy have any impact on Human Rights? (see guidance)</b></li> </ul>
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Equality Group	Positive Impact	Negative Impact	Actions
General comments across all equality strands.	The policy's aim is to ensure equality of opportunity for all employees and prospective employees.		
Age			
Dependants/Caring		Data not currently collected on carer status of staff	Data collection exercise
Disability		Data insufficient to reach a conclusion	Further data audit
Gender			

Ethnicity			
Religion or Belief		Data insufficient to reach a conclusion	Further data audit
Gypsies & Travellers			
Transgender or Transsexual			
Sexual Orientation		Data insufficient to reach a conclusion	Further data audit

## Step 4: Action Plan for Negative Impacts

Equality Group	Impact Description	Action required	How would you measure & monitor impact	Timescale	Responsible Lead
Dependants/ Carers	No current data	Data collection Exercise	Improvement in equality monitoring data	December 2010	Equality and diversity Manger
Religion or belief	Insufficient data	Further audit	Improvement in equality monitoring data	December 2010	Equality and diversity Manger
Sexual Orientation	Insufficient data	Further audit	Improvement in equality monitoring data	December 2010	Equality and diversity Manger
Disability	Insufficient data	Further audit	Improvement in equality monitoring data	December 2010	Equality and diversity Manger