

EQUALITY ANALYSIS

ORGANISATION CHANGE PAPER FOR THE RESTRUCTURE OF THE DIGITAL TEAM

July 2022

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Equality Analysis Template

Part 1: Equality Analysis Details	
Title of 'Proposal' (The term proposal covers <i>activities such as such as policy development, policy review, service redesign and internal reorganisation or restructuring processes</i>).	PROPOSAL FOR RESTRUCTURING THE DIGITAL TEAM
Name of directorate	Corporate
Name of manager undertaking the Equality Analysis	Shefa Begom
Consultation date/s with staff	August 2022
Consultation date/s with service users	n/a
Date Equality Analysis Completed	July 2022
Review date (Review at least once every three years)	March 2023 (Based on 6 months post implementation)

Part 2: Proposal Details

1) What are the aims of the proposal? Indicate if this is a new proposal or the review of an existing one?

(The term 'proposal' covers activities such as policy development, policy review, service redesign and internal reorganisation or restructuring processes)

The aims are detailed in the consultation document and summarised as follows:

4.2. The proposals are set out to support the achievement of the Trust's Digital Strategy and in particular support the achievement of the following outcomes for the Digital Team;

- Develop capability further;
 - improving technical support areas
 - systems configuration
 - user training and
 - building new skills in systems integration.
- New/improved ways of working;
 - Developing a dedicated Cyber team
 - Programme and transformation capacity and
 - Establishing a permanent Programme Management Office (PMO) and team.
- Expanded team to deliver core services at the level needed by the Trust and as part of this to expand and strengthen the Digital Leadership Team
- Enhanced service areas to improve staff experience through user support responsiveness and extend service hours, and a broader training offer.

2) Provide a summary of the current activity to which the proposal relates e.g. policy or service structure and provision and the reasons for the changes being proposed? (State if the proposal involves relocating a service to another site; extended service hours; puts staff at risk or involves significant change)

See attached consultation paper

Part 3: Equality Analysis of Staff

Protected Groups <ul style="list-style-type: none"> ▪ Identify the impact or potential impact on each of the following protected groups, with due regard to the three aims of the PSED (public sector equality duty). 	Impact Positive or negative? or no impact?	Please describe the process of your analysis with reference to the following: <ul style="list-style-type: none"> ▪ Results of consultation ▪ Data or research on the protected groups that you have considered ▪ Implications for the protected groups
Age: different age groups	No	Affected staff are from across all age groups
Disability: (Consider a range of impairments, including - sensory, mental, physical and learning disability)	Some impact	Majority of affected staff have recorded no disability. 5% of affected staff have declared a disability. We will work with the staff to ensure reasonable adjustments are made throughout the process
Sex: men and women	Some impact	Affected staff are split 74% male to 25% female
Religion or Belief: (including no belief)	No	Affected staff are from across all religious groups
Sexual Orientation: people who are gay, lesbian, bisexual or heterosexual	No	No impact
Race: including ethnicity and nationality	No	Affected staff are from all ethnic groups. 56% of the affected staff are from BAME background
Gender Reassignment transgender people	No	No impact
Pregnancy and Maternity	No	No affected staff member is pregnant or on maternity leave.
Marriage and Civil Partnership	No	No impact

Part 4: Equality Analysis of Service Users / Patients

Protected Groups (Equality Strands) <ul style="list-style-type: none"> ▪ Identify the impact or potential impact on each of the following protected groups, with due regard to the three aims of the PSED (public sector equality duty). 	Impact Positive or negative? or no impact?	Please describe the process of your analysis with reference to the following: <ul style="list-style-type: none"> ▪ Results of consultation ▪ Data or research on the protected groups that you have considered ▪ Implications for the protected groups
Age: different age groups	N/A	N/A {or provide relevant information}
Disability: (Consider a range of impairments, including - sensory, mental, physical and learning disability)	N/A	N/A {or provide relevant information}
Sex: men and women	N/A	N/A {or provide relevant information}
Religion or Belief: (including no belief)	N/A	N/A {or provide relevant information}
Sexual Orientation: people who are gay, lesbian, bisexual or heterosexual	N/A	N/A {or provide relevant information}
Race: including ethnicity and nationality	N/A	N/A {or provide relevant information}
Gender Reassignment: transgender people	N/A	N/A {or provide relevant information}
Pregnancy and Maternity	N/A	N/A {or provide relevant information}
Marriage and Civil Partnership	N/A	N/A {or provide relevant information}

Part 5: Findings from the Equality Analysis

Use this space provided below to elaborate on your decision based on the findings of the equality analysis

1. **Accept the proposal** - no evidence of discrimination and appropriate opportunities have been taken to advance equality and foster good relations

Reasonable adjustments will be made to ensure that staff members are not affected impacted negatively

2. **Adjust the proposal** - take steps to remove barriers to advance equality. It may involve introducing actions to mitigate the potential effect or to look at how to deliver the proposal in a different way. It *is* lawful under Equality Law to treat people differently in some circumstances, for instance developing single sex provision where required

n/a

3. **Continue the proposal** - despite adverse effects or taking opportunities to advance equality provided the proposals do not unlawfully discriminate and can be objectively justified. ***(To identify whether a proposal may unlawfully discriminate due regard should be given to discrimination on the basis of the protected characteristics)***

n/a

4. **Stop the proposal** – the policy shows unlawful discrimination and adverse effects that cannot be mitigated

n/a

Part 6: Equality Analysis Action Plan

Adverse Impact – Staff	Please describe the actions that will be taken to mitigate this impact

Adverse Impact – Service Users	Please describe the actions that will be taken to mitigate this impact

What Happens Next?

Once a plan has been put in place to mitigate against adverse impacts, the Equality Analysis should then be signed off by the Director/ Head of Service. Following this, the proposal can then be implemented. It is important to remember that Equality Analysis is not a one off process. It is important therefore, to be alert to emergent equality impacts throughout implementation.

This analysis has been checked and approved by:

Name:

Title:

Date:

References

http://www.eastlondon.nhs.uk/about_us/equality_and_diversity.asp Equality Information including examples of Equality Analysis, East London Foundation Trust

www.equalityhumanrights.com Equality and Human Rights Commission

www.stonewall.org.uk Lesbian, Gay & Bisexual Information and Research, Stonewall

www.ndti.org.uk; Achieving Age Equality in Local Mental Health Services, National Mental Health Development Unit