

Equality Analysis Screening Form

Please note; The Equality Analysis Policy and Equality Analysis Guidance can be found on InTouch on the policies page

Name of Service area, Directorate/Department i.e. substance misuse, corporate, finance etc.	Human Resources and Organisational Development Directorate				
Name of responsible person and job title	David levy, Director of Human resources and Organisational Development				
Name of working party, to include any other individuals, agencies or groups involved in this analysis	Leadership networks, Workforce and Development Group				
Policy (document/service) name	Workforce Strategy				
Is the area being assessed a...	Policy/Strategy	×	Service/Business plan		Project
	Procedure/Guidance				Code of practice
	Other – Please state				
Geographical area covered	Trust-wide				
Aims and objectives	<p>To support achievement of Trust Strategic Goal 3 'To recruit, develop and retain a skilled, compassionate and motivated workforce' which includes:</p> <p>Promoting culture where our staff feel engaged and valued</p> <p>Ensuring all our staff work in line with the Trust values, behaviours and compact</p> <p>Promoting and supporting the health and wellbeing of our staff</p> <p>Ensuring we have effective leadership and management throughout the organization</p> <p>Providing appropriate education, training, development and leadership opportunities for all staff</p>				

	<p>Providing high quality placements for student healthcare professionals and trainees as the future workforce</p> <p>To make TEWV a great place to work</p>
Start date of Equality Analysis Screening	March 2017
End date of Equality Analysis Screening	March 2018

You must contact the EDHR team if you identify a negative impact. Please ring Sarah Jay 0191 3336267

1. Who does the Policy, Service, Function, Strategy, Code of practice, Guidance, Project or Business plan benefit?					
<p>All staff – the strategy identifies actions to address the key workforce issues of recruitment, retention, knowledge and skills development, health and wellbeing and staff engagement. There are specific references within the strategy to actions that are to be taken with the aim of improving the experiences of BAME and disabled staff at work.</p> <p>Patients and carers – the strategy includes a description of the TEWV 'participation ladder' that has been developed to help ensure that we can gauge the extent to which we are involving patients and carers in TEWV recruitment, training and quality improvement activities. This information will help to guide our Recovery based approach to providing healthcare. A specific example is the intention to involve patients and/or carer representatives on 50% of recruitment panels.</p>					
2. Will the Policy, Service, Function, Strategy, Code of practice, Guidance, Project or Business plan impact negatively on any of the protected characteristic groups below?					
Race (including Gypsy and Traveller)	No	Disability (includes physical, learning, mental health, sensory and medical disabilities)	No	Gender (Men, women and gender neutral etc.)	No
Gender reassignment (Transgender and gender identity)	No	Sexual Orientation (Lesbian, Gay, Bisexual and Heterosexual etc.)	No	Age (includes, young people, older people – people of all ages)	No
Religion or Belief (includes faith groups, atheism and philosophical belief's)	No	Pregnancy and Maternity (includes pregnancy, women who are breastfeeding and women on maternity leave)	No	Marriage and Civil Partnership (includes opposite and same sex couples who are married or	No

				civil partners)	
<p>Yes – Please describe anticipated negative impact/s No – Please describe any positive impacts/s</p> <p>The strategy acknowledges that the experiences of many BAME and disabled staff are worse than those of white staff and not disabled staff. The strategy seeks to increase development opportunities for BAME and disabled staff and to encourage staff to report bullying and harassment by taking new steps to challenge poor behaviour whether from staff or patients/carers. The strategy commits TEWV to be a Disability Confident employer.</p>					

<p>3. Have you considered other sources of information such as; legislation, codes of practice, best practice, nice guidelines, CQC reports or feedback etc.? If 'No', why not?</p>				Yes	×	No	
<p>Sources of Information may include:</p> <ul style="list-style-type: none"> • Feedback from equality bodies, Care Quality Commission, Equality and Human Rights Commission, etc. • Investigation findings • Trust Strategic Direction • Data collection/analysis • National Guidance/Reports • Workforce Race Equality Standard • Gender Pay Gap Report 		<ul style="list-style-type: none"> • Staff grievances • Media • Community Consultation/Consultation Groups • Internal Consultation • Research • Other (Please state below) 					
<p>4. Have you engaged or consulted with service users, carers, staff and other stakeholders including people from the following protected groups?: Race, Disability, Gender, Gender reassignment (Trans), Sexual Orientation (LGB), Religion or Belief, Age, Pregnancy and Maternity or Marriage and Civil Partnership</p>							
<p>Yes – Please describe the engagement and involvement that has taken place</p>							
<p>The Workforce Strategy has been the subject of discussion and consultation with TEWV leadership and management network groups, the Joint Consultative Committee, the Workforce and Development Group and the Executive Management Team.</p>							
<p>No – Please describe future plans that you may have to engage and involve people from different groups</p>							

5. As part of this equality analysis have any training needs/service needs been identified?					
Yes	Please describe the identified training needs/service needs below Training for managers and leaders in recovery focused leadership that is based upon a coaching style of leadership Refreshed recruitment and selection training for recruiting officers				
A training need has been identified for;					
Trust staff	Yes	Service users	No	Contractors or other outside agencies	No
Make sure that you have checked the information and that you are comfortable that additional evidence can provided if you are required to do so					
The completed EA has been signed off by: You the Policy owner/manager: Type name: David Levy					Date:27/3/18
Your reporting (line) manager: Type name: Colin Martin					Date:27/3/18
If you need further advice or information on equality analysis, the EDHR team host surgeries to support you in this process, to book on and find out more please call: 0191 3336267/3046					