

HR / Corporate Policy Equality Impact Analysis:

Policy / Project / Function:	On Call Policy
Date of Analysis:	April 2021
Completed by: (Name and Department)	Debbie Stevenson - Hull CCG, Nicky Lowe - East Riding of Yorkshire CCG, Levi Clements-Pearce - North East Lincolnshire CCG, Gary Johnson - North Lincolnshire CCG
What are the aims and intended effects of this policy, project or function?	As part of the relevant CCG's emergency preparedness plan there will be a requirement for certain groups of staff to provide an on-call service outside of normal working hours.
Are there any significant changes to previous policy likely to have an impact on staff / other stakeholder groups?	No changes to remuneration, added in North East Lincolnshire CCG.
Please list any other policies that are related to or referred to as part of this analysis	<ul style="list-style-type: none"> • Grievance Policy • Lone Worker Policy • Payroll procedures • Terms and Conditions of Service • Substance Misuse Policy
Who will the policy, project or function affect?	<ul style="list-style-type: none"> • Employees • Service Users • Members of the Public • Other (List Below)
What engagement / consultation has been done, or is planned for this policy and the equality impact assessment?	All Directors/ Managers on Call will be consulted regarding changes to this policy.
<p>Promoting Inclusivity and the CCG's Equality Objectives.</p> <p>How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation?</p> <p>How does the policy promote our equality objectives:</p> <ol style="list-style-type: none"> 1. Ensure patients and public have improved access to information and minimise communications barriers 2. To ensure and provide evidence that equality is consciously considered in all commissioning activities and ownership of this is part of everyone's day-to-day job 	<p>This Policy does not directly promote inclusivity, but provides a framework to meet on-call requirements for the organisation.</p>
3. Recruit and maintain a well-supported, skilled	

<p>workforce, which is representative of the population we serve</p> <p>4. Ensure the that NHS Hull Clinical Commissioning Group is welcoming and inclusive to people from all backgrounds and with a range of access needs</p> <p>5. To demonstrate leadership on equality and inclusion and be an active champion of equalities in partnership programmes or arrangements</p>	
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Equality Data

<p>Is any Equality Data available relating to the use or implementation of this policy, project or function?</p> <p>Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine Protected Characteristics – referred to hereafter as ‘Equality Groups’.</p> <p>Examples of Equality Data include: (this list is not definitive)</p> <p>1: Recruitment data, e.g. applications compared to the population profile, application success rates</p> <p>2: Complaints by groups who share / represent protected characteristics</p> <p>4: Grievances or decisions upheld and dismissed by protected characteristic group</p> <p>5: Insight gained through engagement</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></p> <p>Where you have answered yes, please incorporate this data when performing the <i>Equality Impact Assessment Test</i> (the next section of this document). If you answered No, what information will you use to assess impact?</p> <p>Please note that due to the small number of staff employed by the CCG, data with returns small enough to identify individuals cannot be published. However, the data should still be analysed as part of the EqIA process, and where it is possible to identify trends or issues, these should be recorded in the EqIA.</p>
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Assessing Impact

<p>Is this policy (or the implementation of this policy) likely to have a particular impact on any of the protected characteristic groups? (Based on analysis of the data / insights gathered through engagement, or your knowledge of the substance of this policy)</p>				
Protected Characteristic:	No Impact:	Positive Impact:	Negative Impact:	Evidence of impact and, if applicable, justification where a Genuine Determining Reason exists (see footnote below – seek further advice in this case)
Gender	✓			Whilst On-call arrangements do not directly impact adversely on the basis of gender – some employees may find they cannot meet on-call obligations due to family commitments (both male and female). The policy provides for opting out in certain circumstances by application and agreement and the facility exists in the policy to swap shifts with colleagues.

Age	✓			Considered – neutral impact
Race / ethnicity / nationality	✓			As the policy is written in English there is a potential impact on employees whose first language is not English and therefore may struggle reading the policy. There is an expectation that employees should be able to comprehend all policy documents and this potential impact is minimised due to the ability to request the policy in different languages.
Disability	✓			On-call arrangements might have an adverse impact on those with disabilities as they may find they cannot meet on-call obligations however the policy provides for opting out in certain circumstances by application and agreement and the facility exists in the policy to swap shifts with colleagues.
Religion or Belief	✓			On-call arrangements might have an adverse impact on those with religious beliefs however this is mitigated by the facility in the policy to swap shifts with colleagues which would support the employee.
Sexual Orientation	✓			Considered – neutral impact
Pregnancy and Maternity	✓			On-call arrangements might have an adverse impact on those employees who are pregnant, breastfeeding or have recently given birth. However the facility exists in the policy to swap shifts with colleagues which would support the employee or apply for an exemption due to exceptional personal circumstances.
Transgender / Gender reassignment	✓			Considered – neutral impact
Marriage or civil partnership	✓			Considered – neutral impact

Action Planning:

As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse impact or strengthen the promotion of equality?

Identified Risk:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
Access to language interpretation services protocol so that they can easily access these should they be taking a call or dealing with an issue where language services are required.	All on call staff to have access to the language interpretation services protocol.	Communications and Engagement	Ongoing	

Sign-off

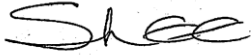
All Policy EglAs must be signed off by Sue Lee, Associate Director of Communications and

Engagement

I agree with this assessment / action plan

If disagree, state action/s required, reasons and details of who is to carry them out with timescales:

Signed:



Sue Lee
Associate Director of Communications and Engagement

Date:30.04.21