

Equality Analysis Screening Template

Primary Care Organisations across the North East: Equality Analysis Screening Template

An EA is a tool to improve the work of an organisation by making sure it does not discriminate and, where possible, it promotes equality. It is a way to make sure staff think carefully about the likely impact of their work on equality groups and take action to improve services and projects where it has a positive or negative impact.

Firstly, complete the table below to give a brief overview of your project or service.

Title of Policy / Project / Service:	Hyperacute Stroke Service Consultation
Short description of Policy / Project / Service (e.g. aims and objectives):	A formal, three-month consultation process to enable people across County Durham and Darlington to have their say about proposed changes to hyperacute stroke services locally.
Directorate Lead:	Deputy Chief Executive's Directorate
Is this a new or existing policy / project / service?	New project to support specific new proposed service change

Next complete the table below, considering whether the project/ service could have any potential positive, neutral or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic/census data, JSNA, Mori surveys, user surveys, local consultations, evaluation forms, comments and complaints or PALS data.

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<p>Age</p> <p><i>You need to consider different age groups. The way young people access services is different to the way older people access services.</i></p> <p><i>Think about the service and how it is user friendly.</i></p>	<p>Neutral</p>	<p>Although stroke is more common in people over the age of 65, in reality it can affect people of all ages and there is a growing trend in babies, children and working age adults. The effect of stroke also permeates beyond the individual sufferer with families often carrying increased caring responsibilities as a result. The all-encompassing impact of stroke and the need to have a consultation process which is not presumptive about a particular target audience was borne out by planning work with County Durham and Darlington Local Involvement Networks' Joint Stroke Working Group.</p> <p>There remains a perception that stroke is an 'older person's' ailment, however. While the reality means that the consultation should be equally accessible to people of all ages, older people's groups and organisations such as Growing Older in Darlington and Age UK will be one of a series of community sectors offered a dedicated</p>

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		consultation session.
Disability <i>This could be physical disabilities or learning difficulties. Remember not all disabilities are visible. You must consider:</i> <ul style="list-style-type: none"> • <i>Accessibility- venue, location, signage</i> • <i>Disability Awareness Training for staff delivering project/ service</i> • <i>Involving service users</i> • <i>Hearing Loops/ Interpreters</i> • <i>Referral System/ partnership working</i> • <i>Language including BSL users</i> • <i>Plain English</i> • <i>Visually Impaired service users</i> 	Neutral	<p>Any formal consultation process must be equally accessible by all, irrespective of sensory, physical or learning disability, in line with Disability Discriminations Act and the Equality Act.</p> <p>While the consultation process itself has no specific implications for people with a disability, it is accepted that people who have suffered a stroke may have some kind of resulting disability. NHS County Durham and Darlington also recognises that it is good practice to make consultation opportunities accessible to all, in line with HM Cabinet Office Code of Practice on Consultation.</p> <p>Extra steps will therefore be taken to:</p> <ul style="list-style-type: none"> - make documents available in audio, large print, Braille, one of seven non-English locally spoken languages, on request

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		<ul style="list-style-type: none"> - hold public meetings in central, accessible venues that are Disability Discrimination Act compliant - the provision of hearing loops, interpreters etc is made available on request - offer dedicated consultation sessions for groups and organisations which represent the interests of people with a sensory or learning disability
Gender Reassignment <i>Trans gender people should be offered a non judgemental and user friendly environment. If your service/ project is targeted at this population you will need to consider staff training, confidentiality, and communication skills.</i>	Neutral	There are no specific implications of the consultation process on this client group. Attempts will be made to identify any local groups/organisations which represent this community group to ensure they are included on all relevant mailing lists.
Marriage And Civil Partnership <i>Being Married or in a Civil Partnership should not affect the level of service that the individuals receive. Staff should be trained in</i>	Neutral	There are no specific implications for this community group. Any relevant groups and organisations representing the interests of gay, lesbian, and bi-

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<i>confidentiality and not to assume the partner is aware of their partner's access to the service/ project.</i>		sexual residents will be identified and will be notified of the consultation.
Pregnancy And Maternity <i>The service/ project should be fully accessible to all, for example flexible hours of the service/ project. Is there access to private area for breastfeeding mothers?</i>	Neutral	There are no specific implications for this community group. Surestart organisations will be included in the mailing list for the consultation in recognition of the wide range of potentially interested parties.
Race <i>You will need to consider and understand the demographic data that affects your service/ project. What is the size of the BME communities your service/ project affects?</i> <i>What language/s do these communities speak?</i> <i>What support for accessing the service/ project can you offer?</i> <i>Cultural issues- mixed gender activities, hygiene, clothing, physical activities.</i> <i>How will you make your service/ project accessible for the diverse local population?</i> <i>Staff Training on issues relating to the BME</i>	Neutral	People of South Asian or African-Caribbean origin are at an increased risk of stroke. This can be up to twice as likely between these ethnic origins and European counterparts. The numbers are marginal in the County Durham and Darlington area, however. Nonetheless, any such ethnic groups/organisations representing these community sectors will be proactively targeted as part of the consultation process and offered a dedicated consultation session. All consultation documentation will be made available in the seven locally

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<i>community.</i>		<p>spoken non-English languages in County Durham and Darlington on request. NHS County Durham and Darlington recognises that minority ethnic groups do not traditionally access conventional public consultation meetings. A targeted approach will be taken with direct mailings to groups, organisations and professionals who work within minority ethnic communities with an offer of dedicated consultation sessions also being made.</p> <p>The specific needs of Gypsy Roma travellers will be considered as part of this particular community group. Large communities of travellers exist in several parts of County Durham. Traveller liaison colleagues at the local authority are happy to be conduits for such information.</p>
Religion Or Belief <i>You should ensure that the service/ project is accessible to all individuals/ communities with</i>	Neutral	There are no specific implications for this community group. Any specific faith organisations will be included in

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<p><i>a religion or belief. Do you know what these are in the communities that your service/ project is targeting?</i></p> <p><i>Have you thought about prayer times, meal times, food (some religions do not eat meat), religious holidays e.g. Ramadan, flexibility.</i></p> <p><i>Training of staff</i></p> <p><i>Respecting differences</i></p> <p><i>Religious beliefs e.g. blood transfusions</i></p>		<p>the mailing list for the consultation in recognition of the wide range of potentially interested parties.</p>
<p>Sex</p> <p><i>Delivering your service/ project you must consider the impact on males and females</i></p> <p><i>For example, same sex accommodation, Same sex groups/ activities</i></p> <p><i>Timing of services/ projects- shift workers</i></p> <p><i>Location-in general men do not access health services as much as women, could location of service/ project improve access e.g. workplace?</i></p>	<p>Neutral</p>	<p>Although men have a higher risk of stroke, women are more likely to die from a stroke as men. Middle-aged women are also at an increased risk of having a stroke than men within the same age group.</p> <p>Any groups/organisations which specifically represent the interests of men/women will therefore be equally targeted.</p>
<p>Sexual Orientation</p> <p><i>Using language that respects LGBT people and acknowledges same-sex relationships is needed for person-centred care.</i></p> <p><i>Communication - LGBT people should be able to disclose their sexual orientation and/or</i></p>	<p>Neutral</p>	<p>There are no specific implications for this community group. Any relevant groups and organisations representing the interests of gay, lesbian, and bi-sexual residents will be identified and</p>

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<p><i>gender identity to their health provider without fear of prejudice.</i></p> <p><i>Respect rights</i></p> <p><i>Awareness training for staff</i></p> <p><i>Do not assume that someone is heterosexual/ straight</i></p>		<p>will be notified of the consultation.</p>
<p>Carers</p> <p><i>Does your service/ project impact on carers?</i></p> <p><i>You will need to consider timings of events/ activities</i></p> <p><i>Support with their caring responsibilities</i></p> <p><i>Access</i></p> <p><i>Location/ Venue</i></p>	<p>Neutral</p>	<p>The role of the carer is crucial in families who have experienced a stroke and the consultation will therefore proactively inform all local carers' organisations of the consultation process.</p> <p>A variety of dates and times for public meetings will be selected, with sufficient publicity time given to the meetings to enable carers to organise 'cover' and maximise their input and attendance. A range of consultation mechanisms, including postal and online information and responses will assist in facilitating input.</p>

Screening Completed By	Job Title and Directorate	Organisation	Date completed	Contact number and email address
Jill Simpson	Involvement, Scrutiny & Liaison Manager	NHS County Durham and Darlington	15/03/2011	0191 3744157 Jill.simpson2@nhs.net

Directors Name	Directors Signature	Organisation	Date