

# 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.

<b>Title of Policy / Project / Service:</b>	Hyper-Acute Stroke Service Development
<b>Short description of Policy / Project / Service (e.g. aims and objectives):</b>	Review of hyper acute stroke services across County Durham and Darlington with the recommendation of providing 24/7 provision based on a one site model. The aim is to present the clinically preferred option of implementing the one site model at University Hospital North Durham.
<b>Directorate Lead:</b>	Directorate of Unplanned Care
<b>Is this a new or existing policy / project / service?</b>	New service model

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.

<b>Equality Group</b>	<b>Does this policy/project/ service have a positive, neutral or negative impact on any of the equality groups?</b> <b>Please state which for each group.</b>	<b>Please describe why the impact is positive, neutral or negative?</b>
<b>Age</b> <i>You need to consider different age groups. The way young people access services is different to the way older people access services.</i> <i>Think about the service and how it is user friendly.</i>	Neutral	<p>Although stroke is more common in people over the age of 65 there is a growing trend in babies, children and working age adults.</p> <p>Stroke can affect all ages groups however may need to consider proportionate representation especially for those classed as the older age population.</p> <p>The age of carers may also need to be considered as part of any service development.</p>
<b>Disability</b> <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"> <li>• <i>Accessibility- venue, location, signage</i></li> <li>• <i>Disability Awareness Training for staff delivering project/ service</i></li> <li>• <i>Involving service users</i></li> <li>• <i>Hearing Loops/ Interpreters</i></li> <li>• <i>Referral System/ partnership working</i></li> <li>• <i>Language including BSL users</i></li> </ul>	Neutral	<p>Any services which are based on an acute or community contract are required to meet current legislation in terms of Disability Discriminations Act and the Equality Act.</p> <p>There are no specific disability implications for stroke. The acute Trust already have arrangements in place for interpretation for example.</p>

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<ul style="list-style-type: none"> <li>• <i>Plain English</i></li> <li>• <i>Visually Impaired service users</i></li> </ul>		
<b>Gender Reassignment</b> <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	No specific implications. Will use generic model for County Durham and Darlington for service developments.
<b>Marriage And Civil Partnership</b> <i>Being Married or in a Civil Partnership should not affect the level of service that the individuals receive. Staff should be trained in confidentiality and not to assume the partner is aware of their partner's access to the service/ project.</i>	Neutral	No specific implications. Will use generic model for County Durham and Darlington for service developments.
<b>Pregnancy And Maternity</b> <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	No specific implications. Will use generic model for County Durham and Darlington for service developments.
<b>Race</b> <i>You will need to consider and understand the demographic data that affects your service/ project. What is the size of 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

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<p><i>communities your service/ project affects?</i></p> <p><i>What language/s do these communities speak?</i></p> <p><i>What support for accessing the service/ project can you offer?</i></p> <p><i>Cultural issues- mixed gender activities, hygiene, clothing, physical activities.</i></p> <p><i>How will you make your service/ project accessible for the diverse local population?</i></p> <p><i>Staff Training on issues relating to the BME community.</i></p>		<p>and European counterparts.</p> <p>Local population characteristics will be taken into account as with other service development projects.</p>
<p><b>Religion Or Belief</b></p> <p><i>You should ensure that the service/ project is accessible to all individuals/ communities with 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>Neutral</p>	<p>No specific implications.</p> <p>Will use generic model for County Durham and Darlington for service developments.</p>

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<b>Sex</b> <i>Delivering your service/ project you must consider the impact on males and females</i> <i>For example, same sex accommodation, Same sex groups/ activities</i> <i>Timing of services/ projects- shift workers</i> <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>	Neutral	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.
<b>Sexual Orientation</b> <i>Using language that respects LGBT people and acknowledges same-sex relationships is needed for person-centred care.</i> <i>Communication - LGBT people should be able to disclose their sexual orientation and/or gender identity to their health provider without fear of prejudice.</i> <i>Respect rights</i> <i>Awareness training for staff</i> <i>Do not assume that someone is heterosexual/ straight</i>	Neutral	No specific implications. Will use generic model for County Durham and Darlington for service developments.

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<b>Carers</b> <i>Does your service/ project impact on carers?</i> <i>You will need to consider timings of events/ activities</i> <i>Support with their caring responsibilities</i> <i>Access</i> <i>Location/ Venue</i>	Neutral	Will need to consider the needs of carers and potential impact. Any change will be only for a small part of the patient pathway and equates to a small proportion of the whole treatment time.

Screening Completed By	Job Title and Directorate	Organisation	Date completed	Contact number and email address
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Directors Name	Directors Signature	Organisation	Date