



LA035

EQUALITY ANALYSIS

INITIAL SCREENING TOOL

Title of policy/service/function/procedure/programme/ or strategy being assessed: TP107 Fit and Proper Person Policy

(Please remember that even informal policies & procedures need to be equality analysed.)

Is it new **or revised**

(If revised, please attach a copy of the original Equality Analysis.)

Senior Manager Responsible __ Sandra Adams _____

Department __ Corporate Governance _____

Section _____

Title: Equality Analysis Tool & Guidance	Version: 1.1
Date: 12/07/2011	Owner: Equality and Inclusion

EQUALITY ANALYSIS SCREENING TEAM (Please enter below the names of the project team members who carried out this initial screening with you and their role in the screening (e.g. team colleague or critical friend).

Name	Department	Role
		Critical friend

Date of screening 18th November 2016_____

Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.

To provide the framework to ensure that all directors satisfy the requirements set out in the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014.

Please state below who is intended to benefit from this policy/service/function etc. and in what way.

All directors covered within the scope of the relevant provisions as described in the policy.

Please state in the table below whether the policy/service/function etc. could have any potential impact on anyone from a “protected characteristic” group, whether service users, staff or other stakeholders

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“Protected Characteristic Group”	Is there likely to be a positive or neutral impact in regard to:	If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for a “protected characteristic” group or for another reason?
Age		
Disability		
Gender Reassignment		
Marriage and Civil Partnership (duty only applies to elimination of discrimination)		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		

Can the policy/service/function etc. be used to advance equality and foster good relations, including for example, participation in public life? If so, how?

By evidencing that all directors employed by the Trust satisfy the Fit and Proper Person test.

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Please provide and summarise below any relevant evidence for your declaration above, including any engagement activities – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.

N/A

Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?

No Yes

If yes, please state below how you intend to acquire this evidence and your timescales for doing so.

The Trust Board will be asked to decide whether it will accept the process described as ' requirement for regular health checks including mental health' in section 6.1. Guidance will be sought from other providers on how they implement this to assist with the Board's decision-making process.

You must complete a full Equality Analysis if you have identified a positive or negative potential impact for any “protected characteristic” group, which is not legal or justifiable or if you have identified any gaps in evidence which make it difficult for you to determine whether there would be adverse impact. Please insert below any issues you have identified/recommendations for the full Equality Analysis.

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If you have only identified a neutral or positive impact on any “protected characteristic” group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust’s website.

Name of Director: Sandra Adams



Signature:

Date: 18th November 2016

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