NHS
Portsmouth
Clinical Commissioning Group

Portsmouth
CITY COUNCIL

Equality Impact Assessment

Preliminary assessment form 2018

www.portsmouthccg.nhs.uk www.portsmouth.gov.uk

The preliminary impact assessment is a quick and easy screening process. It should:

- identify those policies, projects, services, functions or strategies which require a full EIA by looking at:
  - negative, positive or no impact on any of the equality groups
  - How are going to mitigate or remove any potential negative impacts
  - opportunity to promote equality for the equality groups
  - data / feedback
- prioritise if and when a full EIA should be completed
- justify reasons for why a full EIA is not going to be completed

Directorate: Adult social care

Service, function: Adult social care

Title of policy, service, function, project or strategy (new or old) :

Ethical & Residential Care Charters

Type of policy, service, function, project or strategy:

- ☐ Existing
- ★ New / proposed
- ☐ Changed

Q1 - What is the aim of your policy, service, function, project or strategy?

Unison's charters are designed to establish a minimum baseline for the safety, quality and dignity of care by ensuring employment conditions for care staff. By doing this, Unison is hoping to ensure the recruitment and retention of a more stable workforce through more sustainable pay, conditions and training levels.

Q2 - Who is this policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?

Designed to benefit workers in the care sector.

Q3 - Thinking about each group below, does, or could the policy, service, function, project or strategy have a negative impact on members of the equality groups below?

Group	Negative	Positive / no impact	Unclear
Age		★	
Disability		★	
Race		★	
Sex		★	
Gender reassignment		★	
Sexual orientation		★	
Religion or belief		★	
Pregnancy and maternity		★	
Marriage & civil partnership		★	
Other excluded groups		★	

Note: Other excluded groups examples includes,Homeless, rough sleeper and unpaid carers. Many forms of exclusion are linked to financial disadvantage. How will this change affect people on low incomes, in financial crisis or living in areas of greater deprivation?

If the answer is "negative" or "unclear" consider doing a full EIA

If there are any potential negative impacts on any of the protected characteristics, What have you put in place to mitigate or remove the negative impacts/barriers?

N/A

Q4 - Does, or could the policy, service, function, project or strategy help to promote equality for members of the equality groups? e.g. A new service has been created for people with a disability to help them gain employment this would mean that this helps promote equality for the protected characteristic of disability only.

Group	Yes	No	Unclear
Age	★		
Disability	★		
Race	★		
Sex	★		
Gender reassignment	★		
Sexual orientation	★		
Religion or belief	★		
Pregnancy or maternity	★		
Marriage & civil partnership	★		
Other excluded groups	★		

If the answer is "no" or "unclear" consider doing a full EIA

Q5 - Do you have any feedback data from the equality groups that influences, affects or shapes this policy, service, function, project or strategy?
Please add in the text boxes below what feedback / meetings you have attended for each specific protected characteristic

Group	Positive or negative feedback
Age	
Disability	

Race	
Sex	
Gender reassignment	
Sexual orientation	
Religion or belief	
Pregnancy and maternity	
Marriage & civil partnership	
Other excluded groups	

Q6 - Using the assessments in questions 3, 4 and 5 should a full assessment be carried out on this policy, service, function or strategy?

☐ yes ★ No

PCC staff-If you have to complete a full EIA please contact the Equalities and diversity team if you require help Tel: 023 9283 4789 or email:equalities@portsmouthcc.gov.uk

CCG staff-If you have to complete a full EIA please email: sehccg.equalityanddiveristy@nhs.net if you require help

Q7 - How have you come to this decision? Summarise your findings and conclusion below

The purpose of the Ethical Care and Residential Care Charters is to establish a minimum baseline for the safety, quality and dignity of care by ensuring employment conditions for care staff. By doing this, Unison is hoping to ensure the recruitment and retention of a more stable workforce through more sustainable pay, conditions and training levels.
It is anticipated that thsi will benefit all those who access care services.

Q8 - Who was involved in the EIA?

This EIA has been approved by: Andy Biddle

Contact number: 8697

Date: 24/05/2019

PCC staff-Please email a copy of your completed EIA to the Equality and diversity team. We will contact you with any comments or queries about your preliminary EIA.
Telephone: 023 9283 4789, Email: equalities@portsmouthcc.gov.uk

CCG staff-Please email a copy of your completed EIA to the Equality lead who will contact you with any comments or queries about your preliminary . Email: sehccg.equalityanddiversity@nhs.net