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**EQIA – Standard Impact Assessment (Form 1)**

**EQIA Document Control**

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| **Date started**  |  |
| **Date completed**  |  |
| **Date published**  |  |
| **EQIA approved**  |  |

**EQIA – Standard Impact Assessment (Form 1)**

**Question 1:**

**Which Service, Group or Committee is responsible for carrying out the Standard Impact Assessment?**

|  |  |
| --- | --- |
| **Name**  | **Managing Violence and aggression Forum** |

**Question 2:**

**Lead Assessor’s contact details**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name**  | Ian Bease | **Tel. No** | Ext 51266 |
| **Job Title:** | Community Safety Lead | **Ext:** |  |
| **Department**  | Human Resources | **Email**  | Ian.bease@nhs.scot |

**Question 3:**

**Title of Document / Policy (please include the Policy number) / Proposed Change (project or initiative)**

|  |
| --- |
| **Violence and Aggression at Work Policy GP/V4** |

**Question 4**

**Define the work– is it? N= New, R= Review / Redesign**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Policy**  | **X** | **Procedure (inc SOPs)** |  | **Guideline** |  | **Project**  |  |
| **Strategy**  |  | **Protocol** |  | **Service**  |  |  |
| **Other?**  | **(Please describe)**  |

**Question 5**

**Briefly outline the aim and the purpose of the work that is being screened for Adverse Equality Impact.**

|  |  |
| --- | --- |
| **Aim**  | NHS Fife does not discriminate in the provision of services to the public and the aim of this Policy is to provide clear guidance that NHS Fife will not tolerate violence and aggression towards any person, irrespective of their individual status or protected characteristic. |
| **Purpose**  | Notwithstanding, there may be occasions when a member of Staff or service user is targeted by virtue of their ‘individuality’ or from their belonging to a particular ’Protected characteristic group’. To ensure that no discrimination or deliberate targeting has occurred, all such incidents are recorded on DATIX in relation to violence, aggression. Those incidents motivated by prejudice or hatred towards an identifiable group per the Equalities Act and recognised as specific crimes per the Aggravated Offences legislation in Scotland are referred to Police Scotland for Prosecution. The Managing Violence and Aggression forum ensures all incidents are correctly recorded and monitored per the statutory responsibilities imposed on NHS boards, provides support and guidance to victims and assists Police Scotland in their investigations. |

**Question 6**

**Is this a new development? (Please tick)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Yes** |  | **No**  | x |

**Question 7**

**If yes, is this proposal/ decision strategically important or not, please describe below?**

|  |
| --- |
| **N/A** |

**Question 8:**

**What is the scope for this EQIA? (Please tick\*)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **NHS Fife (all)** | **x** | **NHS Fife (Acute)**  |  | **NHS Fife (Corporate)** |  |
| **HSCP West Division**  |  | **HSCP East Division**  |  | **HSCP Fife wide Division**  |  |
| **\*Service specific?****Name**  |  | **\*Discipline specific?****Name**  |  |

**Question 9:**

**Who is it intended to benefit?**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Staff** | **x** | **Service Users**  | **x** | **Public**  | **x** |

**Question 10:**

**Identifying the Impacts**

Consider any potential Impacts on the Protected Characteristic Groups, etc and the relevance of policy/ change to each group is described as**:**

 **H- High Relevance, ,M = Medium Relevance**  or **L= Low relevance**

**Equality Impact Assessment Matrix**

|  |  |  |  |
| --- | --- | --- | --- |
| **Protected Characteristic** | **Positive Impact**  | **No Impact** | **Adverse Impact** |
|  **High Relevance** **Medium Relevance****Low Relevance**  | **NO Full EQIA required** | **NO Full EQIA** **required** | **Full EQIA required – Action Plan required**  |
| **NO Full EQIA required** | **NO Full EQIA required** | **Full EQIA required – Action Plan required**  |
| **NO Full EQIA required** | **NO Full EQIA** **required** | **EQIA may be required – discuss with Equality and Participation Co-ordinator as you may be able to address these Impacts immediately.** |
| **Relevant Protected Characteristics**  | **Employees** | **Applies to**  |
| **Age** - children and young people, older people  | **Low** | **All Staff and Service users** |
| **Disability** - including people with mental health difficulties | **As above** | **As above** |
| **Race** - black and ethnic people including gypsy travellers | **As above** | **As above** |
| **Sex** - women and men | **As above** | **As above** |
| **Sexual orientation** - lesbian, gay or bisexual | **As above** | **As above** |
| **Religion and Belief**  | **As above**  | **As above** |
| **Gender Reassignment**  | **As above** | **As above** |
| **Pregnancy and Maternity**  | **As above** | **As above** |
| **Marriage and Civil Partnership**  | **As above** | **As above** |
|  |
| **Fairer (Scotland) Duty 2018 –** Assessing impacts on socio-economic disadvantage and/or inequalities of outcome**Is this a proposal / decision strategically important?**  | **Yes** | **No** |
| Please tick | Please tick**x** |

**If yes, please complete What was discussed?**

|  |  |  |
| --- | --- | --- |
| 1. | What evidence do you have about socio-economic disadvantage and inequality of outcome in relation to this issue/ decision?  | **NHS services are provided to all members of the public, irrespective of socio-economic factors.** |
| 2. | Have you discussed at a strategic level what the main impacts will be of the issue/ decision?  | **N/A** |
| 3. | Have you considered ways of reducing those impacts? | **N/A** |

**Question 11:**

**Have you consulted with staff, public, service users, others to help assess for Impacts?**

**(Please tick)**

|  |  |  |  |
| --- | --- | --- | --- |
| **Yes** |  | **No**  | x |

If yes, **who** was involved and **how** were they involved? If not, why not, was this necessary as it is just a refresh of existing policy or guidance already in place for example?

|  |
| --- |
| Refresh of existing Policy document. Members of the Violence and Aggression Forum monitor all recorded ‘Hate’ Incidents on a quarterly basis to ensure fairness, equality of access and service and that incidents caused by prejudice or hate are reported accordingly. |

**Question 12:**

If necessary- please include in brief evidence or relevant information that has influenced the decisions being made (this could include demographic profiles, audits, research, published evidence, and health needs assessment, work based on national guidance or legislative requirements etc) . Any evidence /data that support’s your assessment can be inserted into the box below.

|  |
| --- |
| **Please enter evidence/data links :The DATIX Performance Management report for Violence and Aggression has been developed over the years to ensure compliance with the relevant Equalities legislation, in terms of recording and monitoring ‘Hate’ incidents.****Data Reports: Sbar on the Management of Violence and Aggression submitted quarterly through EDG and HSCP Health and Safety Groups.**(add in any data reports written that helped influence decision making) |

**Question 13:**

**Meeting the Public Duty for Equality Impact Assessment**

Please provide a rationale to support the results of the Standard Impact Assessment, in that due consideration has been given to:

* **Eliminate unlawful discrimination, harassment and victimisation**
* **Advance equality of opportunity between different groups; and**
* **Foster good relations between different groups**

|  |  |
| --- | --- |
| **What we must do** | **Provide a description or summary of how this has been achieved** |
| **Eliminate discrimination** | This Policy relates to the organisations reactive response to spontaneous operational incidents as does not discriminate in any way. |
| **Advance equality of opportunity**  | All members of the public are provided equal access to services. |
| **Foster good relations**  | NHS Fife engages with a range of external public groups representing the ‘Protected characteristics’ within our Communities in an effort to promote public confidence and to provide reassurance about access to services. In addition, NHS fife is also fully engaged with Fife Council, Police Scotland and Fife Equalities Centre to ensure a partnership approach and consistency of delivery of messages across Fife. |
|  |  |

**Question 14:**

**Has your assessment been able to demonstrate the following?**

|  |  |
| --- | --- |
| **Positive Impact** | X |
| **No Impact** |  |
| **Adverse Impact** |  |

If you have identified that a Full EQIA is required then you will need to ensure that you have in place, either a working group or a means to address the results of the Adverse Impact Assessment at one of your meetings or as a separate arrangement. **Prepare for this in advance**; bring any information or reports to the meeting, make contact with community groups or other organisations that you would like to have involved or to check your policy/program or service change etc.

**Due regard under the Fairer (Scotland) Duty 2018 has been approved by:**

|  |
| --- |
| **To be completed by Accountable Officer in Organisation** |
| **Name**  |  |
| **Email** |  |
| **Telephone ( ext)**  |  |
| **Signature**  |  |

|  |
| --- |
| **To be completed by Equality and Participation Co-ordinator**  |
| **EQIA checked by** |  |
| **Date** |  |
| **Comments**  |
| **Date EQIA published:** |