

## NHS Fife Equality Impact Assessment

Equality Impact Assessment Guidance is available to support this process

Contact the Angela Heyes, Equality and Human Rights Lead if support is required to completed the EQIA: [fife-UHB.EqualityandDiversity@nhs.net](mailto:fife-UHB.EqualityandDiversity@nhs.net)

<b>Title of proposal, policy or service redesign</b>	NHS Fife Policy On The Use Of Disclosures, Rehabilitation Of Offenders And Protection From Working With Vulnerable Groups
<b>Description of proposal including intended outcomes and purpose</b>	This policy details how NHS Fife will deal with convictions in employment of candidates applying for posts and of retrospective PVG checks
<b>Directorate, service area or partnership</b>	Human Resources
<b>EQIA lead reviewer</b>	Rhona Waugh
<b>Staff involved in carrying out this EQIA</b>	HR Staff, HR Policy Group and APF
<b>Start date of EQIA</b>	December 2012
<b>Policy Number</b>	HR28

### Part 1: Checklist - Identifying Relevance to Equality

How relevant do you think the proposal will be to the following protected characteristics (**See Appendix 1 for an explanation of relevance and evidence**)

Protected characteristics	Employees	Equality group
	Relevance of proposal to each group H-High, M-Medium, L-Low	
Age (children and young people, older people)	L	L
Disability (including people with mental health difficulties)	L	L
Race (black and ethnic people incl. gypsy travellers, refugees and migrant workers)	L	L
Sex (women and men)	L	L
Sexual orientation (lesbian, gay and bisexual)	L	L
Religion and Belief	L	L
Gender reassignment	L	L
Pregnancy and maternity	L	L
Marriage and civil partnership	L	L
Are there any other groups this proposal may affect e.g. people living in rural areas, areas of disadvantage, homeless people, people on low incomes or people involved in the criminal justice system. Expand box as appropriate.	N/A	N/A

## Relevance to General Duty – Equality Act 2010

Having considered the range of evidence available, what kind of impact will the proposal have on the General Duty? This will help to identify whether the proposal has any potential to discriminate against any of the 9 Protected Characteristics.

	<b>Positive Impact</b>	<b>No impact</b>	<b>Negative</b>	<b>Evidence for choice of impact provide a brief explanation of evidence used and where there is insufficient evidence to determine impact</b>
Foster good relations		✓		
Advance equality of opportunity		✓		
Accessibility of services including information and physical access		✓		
Involvement, engagement and inclusion			✓	Candidates with convictions and employees who are convicted may be affected by the risk assessment process within this policy
Range of facilities and services		✓		

Having considered the relevance and nature of the impact above in relation to the Protected Characteristics please indicate in the matrix below whether a full equality impact assessment is required.

	<b>Positive impact</b>	<b>No impact</b>	<b>Negative impact</b>
<b>High relevance</b>	EQIA not required	EQIA not required	<b>Full EQIA required</b>
<b>Medium relevance</b>	EQIA not required	EQIA not required	<b>Full EQIA required</b>
<b>Low relevance</b>	EQIA not required	No EQIA required	EQIA may be required – contact the Equality and diversity Team for advice

- All proposals which have been marked high or medium relevance above and have a negative impact must be equality impact assessed see the Equality Impact Assessment form at Part 2 and then complete the EQIA summary.
- If a proposal has low relevance to the 9 Protected Characteristics and the impact is positive, please complete the EQIA summary.