

**Equality Impact Assessment Form [EIA]
Initial Assessment - Stage 1**

Policy or service being assessed :
Integrated Care Organisation Business Case
Summary of Policy / Service
To create a new organisation based on the legal structure of Ealing Hospital NHS Trust encompassing the Provider Alliance for Ealing and Harrow.
Lead Person(s):
Julie Lowe CEO EHT , Robert Creighton CEO NHS Ealing and Sarah Crowther CEO NHS Harrow
Person (s) responsible for carrying out the assessment [if not the lead]
Jon Ota
Date of assessment :
20 November 2009

Stage 1

Question	Please tick to indicate	
	New	Existing
1. Is this a new or existing policy or service?	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2. What is the expected outcome of the policy / service? [e.g. aims, objectives and purpose of the policy / service]	A new organisation to offer integrated pathways of care to the residents of Ealing and Harrow.	
3. Does the Policy / Service link to others? If Yes please state below	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4. Who is intended to benefit from the Policy / Service and in what way?	Resident of Ealing and Harrow	
5. How is the Policy / Service to be put into practice? Who is responsible?	The Boards of Ealing Hospital NHS Trust; NHS Ealing and NHS Harrow	
6. How and where is information about this policy / service published [e.g. through groups, forums, committees / the Trust's intranet / internet]	Minutes of the Boards held on 26 th November 2009 will be accessible via sponsoring bodies web sites and intranet facilities.	

7. What regular consultation is carried out with different communities and groups regarding the Policy / Service [e.g. groups or forums within the Trusts' external groups & communities]	Extensive work has taken place via the Project Board comprising of representatives from the sponsoring bodies. A number of workstreams have involved staff side representatives and Scrutiny and Overview committees are aware of the process and will be informed officially in December 2009.		
8. Are there any concerns that this Policy / Service provision could have an impact with regard to equality legislation, that has not been addressed as part of the policy, <i>specifically</i> in relation to: -	Yes	No	
Age		✓	
Disability		✓	
Gender		✓	
Ethnicity (Race)		✓	
Sexual orientation		✓	
Religion / Belief		✓	
Dignity and Human Rights		✓	
9. If YES to one or more of the above please state evidence	N/A		
10. Do the difference amount to discrimination	Yes	No ✓	N/A
11. If <u>YES</u> could it be justifiable e.g. on grounds of promoting equality of opportunity for one group? Indirect discrimination can sometimes be justifiable when it is target at a particular or 'hard to reach group'.	Yes	No	N/A
12. If <u>YES</u> please give reasons			
13. From the initial EIA at stage 1, should there be a full Equality impact assessment carried out, ensure you addressed those areas identified in question 8? - Please note reasons	No		
14. Please indicate who will be responsible for leading on the undertaking of the full EIA being conducted, and the expected date of completion [e.g. action plan, indicated end dates for actions]	N/A		

Key Equality Legislation

Sex Discrimination Act 1975

Equal Pay Act 1970

Equalities Act 2006

Gender Recognition Act 2004

Race Relations Act 1976

Race Relations (Amendment) Act 2000

Disability Discrimination Act 1995 and 2005

Human Rights Act 1998

Mental Capacity Act 2005