

HR / Corporate Policy Equality Impact Analysis:	
Policy / Project / Function:	Redeployment Policy
Date of Analysis:	1/7/2013, reviewed 20/9/2017
Completed by: (Name and Department)	Janet Thacker HR Department Becky Blackburn HR Department (review)
What are the aims and intended effects of this policy, project or function?	<p>This policy is designed to assist all employees who are at risk of losing their job as a result of ill health capability, performance, redundancy or end of a fixed term contract of over a year. Redeployment may also be pursued in some harassment and bullying cases.</p> <p>The purpose of this policy is to ensure that the procedure to be followed is clear and transparent to all employees and the roles and responsibilities of all parties are clearly understood.</p>
Are there any significant changes to previous policy likely to have an impact on staff / other stakeholder groups?	Not in my view
Please list any other policies that are related to or referred to as part of this analysis	<ul style="list-style-type: none"> • Redundancy Policy • Absence Management Policy • Managing Performance Policy • Grievance Procedure • Pay Protection Policy • Disciplinary Policy
Who will the policy, project or function affect?	Employees
What engagement / consultation has been done, or is planned for this policy and the equality impact assessment?	Consultation on the policy has taken place nationally and locally. Consultation on the updated policy has taken place locally.
Promoting Inclusivity and Hull CCG's	The policy does not directly promote inclusivity

<p>Equality Objectives.</p> <p>How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation?</p> <p>How does the policy promote our equality objectives:</p> <ol style="list-style-type: none"> 1. Ensure patients and public have improved access to information and minimise communications barriers 2. To ensure and provide evidence that equality is consciously considered in all commissioning activities and ownership of this is part of everyone's day-to-day job 3. Recruit and maintain a well-supported, skilled workforce, which is representative of the population we serve 4. Ensure the that NHS Hull Clinical Commissioning Group is welcoming and inclusive to people from all backgrounds and with a range of access needs 	<p>but provides a framework for the management of Redeployment within the organisation to ensure that staff are appropriately supported.</p>
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Equality Data	
<p>Is any Equality Data available relating to the use or implementation of this policy, project or function?</p> <p>Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine <i>Protected Characteristics</i> – referred to hereafter as '<i>Equality Groups</i>'.</p> <p>Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <ol style="list-style-type: none"> 1: Recruitment data, e.g. applications compared to the population profile, application success rates 2: Complaints by groups who share / represent protected characteristics 4: Grievances or decisions upheld and dismissed by protected characteristic group 5: Insight gained through engagement 	<p>Yes <input checked="" type="checkbox"/></p> <p>No <input type="checkbox"/></p> <p>Where you have answered yes, please incorporate this data when performing the <i>Equality Impact Assessment Test</i> (the next section of this document). If you answered No, what information will you use to assess impact?</p> <p>Please note that due to the small number of staff employed by the CCG, data with returns small enough to identify individuals cannot be published. However, the data should still be analysed as part of the EIA process, and where it is possible to identify trends or issues, these should be recorded in the EIA.</p>

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Assessing Impact

**Is this policy (or the implementation of this policy) likely to have a particular impact on any of the protected characteristic groups?
(Based on analysis of the data / insights gathered through engagement, or your knowledge of the substance of this policy)**

Protected Characteristic:	No Impact:	Positive Impact:	Negative Impact:	Evidence of impact and, if applicable, justification where a <i>Genuine Determining Reason</i> ¹ exists (see footnote below – seek further advice in this case)
Gender	✓			
Age	✓			
Race / ethnicity / nationality	✓			
Disability		✓	✓	<p>Positive Impact - Opportunities for individuals as a result of ill-health to be redeployed where reasonable adjustments cannot be made to their current role.</p> <p>Negative Impact - Where disabled employees are redeployed for other reasons, cost implications of reasonable adjustments might be a consideration– see action plan.</p>

1. ¹ The action is proportionate to the legitimate aims of the organisation (please seek further advice)

Religion or Belief	✓			
Sexual Orientation	✓			
Pregnancy and Maternity	✓			
Transgender / Gender reassignment	✓			
Marriage or civil partnership	✓			

Action Planning:				
As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse impact or strengthen the promotion of equality?				
Identified Risk:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:
Where disabled employees are redeployed for other reasons, cost implications of reasonable adjustments might be a consideration	Where disabled employees are redeployed, HR processes should ensure that any decision meets the requirements of the Equality Act 2010	Individual HR leads	Ongoing	On review of the policy

Sign-off
All policy EIAs must be signed off by Mike Napier, Associate Director of Corporate Affairs
I agree with this assessment / action plan

A handwritten signature in black ink, appearing to be 'M. J. ...', enclosed within a rectangular box.

Signed:

Date: 27.09.17