

Equalities Impact Assessment [EIA]

1. NAME OF POLICY

Reimbursement Policy.

2. WHO IS THE POLICY FOR

It is for members of the public, patients and their carers who wish to be involved in shaping the work of NHS South Gloucestershire Clinical Commissioning Group's [CCG].

3. PURPOSE OF THIS EIA

This equality impact assessment [EIA] sets out to ensure that the policy does not discriminate against or disadvantage anyone irrespective of their protected characteristic as defined in the Equality Act 2010.

The protected characteristics under the Equality Act (2010) are: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; Sexual Orientation

This EIA will also examine how the policy meets the three general aims of the Public Sector Equality Duty requirements of the Equality Act 2010.

4. LINKS TO CORPORATE AIMS AND POLICIES

4.1 Corporate Vision: The CCG is committed to involving patients, families and communities in shaping local healthcare services and this commitment is reflected in our vision statement "Working together to improve the health of people in South Gloucestershire".

This policy helps to reduce the barriers to involvement by ensuring that those who wish to get involved are not left out of pocket in doing so.

4.2 Patient and Public Involvement [PPI] Strategy: this [strategy](#) has two aims:

- i) to ensure that the views and experiences of patients, families and carers and the wider public across South Gloucestershire influence the commissioning of local health services and;
- ii) to improve patient experience as a result of engaging patients, families and carers and the wider public.

This policy supports the aims of the PPI strategy by helping to reduce the barriers to involvement by ensuring that those who wish to get involved are not left out of pocket in doing so.

5. ANALYSIS OF IMPACT

5.1 The impact of this policy was assessed and rated using the following classifications:-

- **Positive impact** meaning that the policy will promote equal opportunities or improve relations within equality groups
- **Negative impact** meaning that the equality group could be disadvantaged or discriminated against as a result of the policy
- **Neutral impact** meaning that the policy will have no effect currently on equality groups

5.2 Impact on protected characteristics [groups]:

i) **Age**

Positive impact for adults and children.

Young people are generally supported by an external or partner agency [e.g. school, education authority or youth service]. However, they can bring along a parent/guardian/carer if required.

ii) **Disability**

Positive impact for disabled people.

The policy provides for reimbursement for the use of interpreters and substitute/respite care for those caring for disabled people who wish to attend in their own right.

iii) **Gender Reassignment**

Neutral impact for trans people.

iv) **Marriage and civil partnership**

Neutral impact for married people and people in a civil partnership.

v) **Pregnancy and maternity**

Neutral impact for women who are pregnant.

vi) **Race [ethnicity]**

Positive impact for all people with different ethnic backgrounds.

Those whose first language is not English and require access to an interpreter can have their interpreting expenses reimbursed.

It is important that the policy is communicated effectively to those communities.

vii) **Religion or Belief**

Neutral impact for people from all religions or beliefs or those with none.

viii) **Sex**

Neutral impact for men and women.

ix) **Sexual orientation**

Neutral impact for lesbian, gay, bisexual men and women.

x) **Soci-economic**

Positive impact for people on low income groups as they will be reimbursed their out of pocket expenses.

6. HOW DOES THE POLICY SUPPORT THE PUBLIC SECTOR EQUALITY DUTY

There are three general aims of the Public Sector Equality Duty [PSED] arising from the Equality Act 2010 which are to:

- **Eliminate** discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act. All sections of the community are eligible to receive reimbursements for expenses incurred as set out in section 4 of the policy.
 - This policy has been examined [including through this EIA] to ensure that it does not discriminate against any section of the community.

- This policy should also reduce the incidence of harassment of staff by third parties as it will provide a fair and consistent approach to involvement.
- **Advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it.
 - This policy provides the opportunity for all sections of the community to be involved in the work of the CCG.
 - The policy seeks to minimise any disadvantage that may arise through people being left out of pocket or without access to substitute care or interpreters.
 - The policy helps to encourage people who share a relevant protected characteristic to get involved especially for those groups where involvement is disproportionately low.
- **Foster** good relations between people who share a relevant protected characteristic and those who do not share it.

This policy seeks to lower some of the barriers to involvement and hence encourage people from all sections of the community to get involved. Whilst involvement can be around specific community groups, it can also take place in a wider context where different groups can be brought together.

This policy ensures that all sections of the community can attend involvement opportunities where issues and perspectives from individual groups can be shared and as a consequence help improve relations between groups.

AUTHOR/S

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