

## Equality Impact Assessment Report Outline

Remember that your EIA report should demonstrate what you do (or will do) to make sure that your service/policy is accessible to different people and communities, not just that it can, in theory, be used by anyone.

1. **Name of Policy or Service:** Rheumatology Service
2. **Responsible Manager:** Jane Raleigh
3. **Date EIA Completed:** 21/07/2009
4. **Description and Aims of Service (including relevance to equalities):**  
Care of individuals with wide range of rheumatological conditions – including inflammatory joint disease and osteoporosis.
5. **Brief Summary of Research and Relevant Data:** N/A
6. **Methods and Outcome of Consultation:** N/A
7. **Results of Initial Screening or Full Equality Impact Assessment:**

Equality Group	Assessment of Impact
Age	See page 13
Gender	See page 13
Race	See page 13
Sexual Orientation	See page 13
Religion or belief	See page 13
Disability	See page 13
Deprivation	See page 13
Dignity and Human Rights	See page 13
8. **Decisions and/or Recommendations (including supporting rationale):** see page 14
9. **Equality Action Plan (if required):** N/A
10. **Monitoring and Review Arrangements (including date of next full review):** N/A

## Screening Grid

Equality Area	Key Equalities Legislation / Policy (See summary sheet)	Is this policy or service RELEVANT to this equality area? YES / NO	Assessment of Potential Impact:		Reasons for Assessment
			positive (+)	negative (-)	
Gender	Sex Discrimination Act 1975 Equal Pay Act 1970 Equalities Act 2006 Gender Recognition Act 2004	Possibly (DXA scanning protocol) No No Possibly (DXA scanning protocol)		Potential impact: low N/A N/A Potential impact: low	In cases where a patient has had gender reassignment surgery their DXA scan result must be analysed based on their gender at birth
Race	Race Relations Act 1976 Race Relations (Amendment) Act 2000	Possibly (patient information leaflets)		Potential impact: medium	Locally produced leaflets are only available in English
Disability	Disability Discrimination Act 1995 and 2005				
Age	Age Regulations 2006				
Sexual orientation	Equalities Act 2006 Relevant employment legislation				
Religion and beliefs	Equalities Act 2006 Relevant employment Legislation				
Dignity and Human Rights	Human Rights Act 1998 (relevant articles)				

### Full Impact Assessment Grid

**Note: Only the equality areas marked as relevant in the screening need to be fully impact assessed**

Relevant Equality Area (from Screening)	Key points of research and consultation	Does the policy / service or its implementation:			Key issues for action [Will form basis of action plan]
		Breach equalities legislation?	Prevent discrimination or inequality?	Promote equality / Good relations?	
Gender	Ref DXA scanning protocol	No	Yes	Promotes equality in terms of treatment	No action required. Explanation of reference database is given to patient
Race	Ref patient information leaflets	No	No	No	No action required. Certain leaflets are available in different languages from other sources.
Disability					
Age					
Sexual orientation					
Religion and beliefs					
Deprivation					
Dignity and Human Rights					

**Action Plan Template**

<b>Name of Policy or Service:</b>							
<b>Equality groups or communities affected</b>	<b>Issue identified</b>	<b>Action to be taken</b>	<b>By When</b>	<b>Responsible Person</b>	<b>Expected Outcome</b>	<b>Monitoring Arrangements</b>	<b>Data Required</b>