

Equality Impact Assessment Form Section One – Screening

Name of Function, Policy or Strategy: **IM&T POLICIES.**

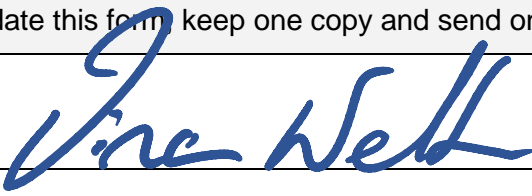
Officer completing assessment: Vince Weldon – Associate Director of IM&T

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1. What is the main purpose of the strategy, function or policy?
Information Management and Technology (IM&T) policies are required to support all aspects of information and communications technology usage throughout the trust, including security of physical assets, maintaining accurate and confidential data processing services and protecting end users from harm
2. List the main activities of the function or policy? (for strategies list the main policy areas)
The main activities covered by the policies are: protection (such as anti-virus processes) <input checked="" type="checkbox"/> Security Incident reporting <input type="checkbox"/> Use
3. Who will be the main beneficiaries of the strategy/function/policy?
The main beneficiaries are the employees and representatives of the Trust, stakeholders and patients`
4. Use the table overleaf to indicate the following:- a. Where do you think that the strategy/function/policy could have an adverse impact on any equality group, i.e. it could disadvantage them? b. Where do you think that there could be a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups?

		Positive Impact	Negative Impact	Reasons
GENDER	Women	Yes	N/A	ICT policies are in place for the benefit of all users and data subjects
	Men	Yes	N/A	
RACE	Asian or Asian British People	Yes	N/A	ICT policies are in place to protect the physical and logical environment. Reference is made to services which can be deployed to enable users where English is not the first language to make use of the facilities available,
	Black or Black British People	Yes	N/A	
	Chinese people	Yes	N/A	
	People of Mixed Race	Yes	N/A	
	White/white other	Yes	N/A	
DISABILITY	Disabled people	Yes	N/A	Services can be enabled to provide additional support for individuals with special requirements - these are referenced within the policies.
SEXUAL ORIENTATION	Lesbians, gay men and bisexuals	Yes	N/A	SCAS ICT services are readily available irrespective of sexual preference
AGE	Older People (60+)	Yes	N/A	SCAS ICT services are readily available irrespective of end user or service user age
	Younger People (17 to 25) and children	Yes	N/A	
RELIGION/BELIEF	Faith Groups	Yes	N/A	SCAS ICT services are readily available irrespective of religious choice
	Equal Opportunities and/or improved relations			SCAS ICT services are readily available for all and can generally be adjusted to meet any end user requirement

5. If you have indicated that there is a negative impact, is that impact:		
	Yes	No
Legal (it is not discriminatory under anti-discriminatory law)	<input type="checkbox"/>	<input type="checkbox"/>
Intended	<input type="checkbox"/>	<input type="checkbox"/>
Level of Impact	High	Low
	<input type="checkbox"/>	<input type="checkbox"/>
If the negative impact is possibly discriminatory and not intended and/or of high impact then please complete a thorough assessment after completing the rest of this form.		
6(a). Could you minimise or remove any negative impact that is of low significance? Explain how below:		
6(b). Could you improve the strategy, function or policy positive impact? Explain how below:		
7. If there is no evidence that the strategy, function or policy promotes equality, equal opportunities or improves relations – could it be adopted so it does? How?		

Please sign and date this form, keep one copy and send one copy to the Trust's Equality Lead.	
Signed:	
Name: Vince Weldon
Date: 6 th April 2017