

PREVENT Policy - Appendix E

Equality Analysis (EA's) Template

<p>1. Title of policy, programme, framework or organisational change being analysed.</p> <p>PREVENT Policy</p>
<p>2. Please state the aims and objectives of this work and the intended equality outcomes. How does this proposal link to the organisation's business plan or Values and Beliefs?</p> <p>The PREVENT Policy was been written in line with changes and amendments to NHS England PREVENT Framework 2017, our duties under the Civil Contingencies Act (2004) and NHS national standards and NHS Contract SC30. The policy has undergone a review, and going forward the frequency of review of this policy will be every three years. In November 2019, the plan was changed into the proposed national template, and reviewed and approved by ISC and ratified by OMB subsequently the policy has undergone its tri-annual review in November 2022.</p>
<p>3. Who is likely to be affected? Eg: staff, patients, service users (please refer to appendix 1)</p> <p>Staff & multi agency partners if escalating to a CHANNEL Panel</p>
<p>4. Using the 'Equality Definitions' template - What evidence do you have of the potential impact (positive or negative)? Include any supporting evidence eg: research, data or feedback from engagement activities</p>
<p>4.1 Disability</p> <p>Negative Impact - None identified</p> <p>Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it</p>
<p>4.2 Sex (Male or Female)</p> <p>Negative Impact - None identified</p> <p>Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it</p>
<p>4.3 Race</p> <p>Negative Impact - None identified</p> <p>Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it</p>

4.4 Age

Negative Impact - None identified

Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it

4.5 Transgender

Negative Impact - None identified

Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it

4.6 Sexual Orientation (this will include lesbian, gay and bi sexual as well as heterosexual people)

Negative Impact - None identified

Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it

4.7 Religion or belief (includes religion, beliefs or no religion or belief)

Negative Impact - None identified

Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it

4.8 Marriage and civil partnership

Negative Impact - None identified

Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it

4.9 Pregnancy and maternity (this can include impact on working arrangements and infant caring responsibilities)

Negative Impact - None identified

Positive Impact - We recognise that individual and institutional discrimination obstructs the fundamental aims of any organisation, and are therefore committed to taking any steps necessary to eliminate it

5.0 This table should be completed with all actions identified to mitigate any negative effects

Action Plan

Target Date

Review Date

Person Responsible

List of Actions:

Request Staff Side review this updated as part of the review process	Link with Mark Wareham	February 2023	Review EQ as part of review or if a situation arises through lessons learnt.	Head of EPRR
--	------------------------	---------------	--	--------------

6.0 Sign off	
Name and signature of person who carried out this analysis: Tracey Merrifield	Date analysis completed: November 2022
Name and signature of line manager: Tracey Merrifield, Head of EPRR and Prevent Lead	
Date analysis approved by line manager:	
Copy forwarded to Equality and Diversity Department:	