

Name and role of officers completing the EqIA	Martha Cox - Service User Involvement Facilitator, Sirona Samantha Jones – Corporate Policy Manager – Equality and Diversity, B&NES Council
Topic	Relocation of Paediatric Audiology Service from RUH to St Martins Hospital
Name of Directorate and Service	Sirona Care and Health
Date of Assessment	July 2012

This Equality Impact Assessment (EqIA) is used to systematically analyse a financial plan to identify what impact or likely impact it will have on different groups within the community. It should identify any discriminatory or negative consequences for a particular group or sector of the community but will also highlight beneficial impacts.

It is intended that this is used as a working document throughout the EqIA process, with a final version including the action plan section being published on Sirona, B&NES Council and/or NHS B&NES' websites.

Identify the scope of the subject / topic or plan		
	Key questions	Answers / Notes
1.1	Briefly describe the aims of the subject/topic/plan	To move the Paediatric Audiology Unit from Royal United Hospital to St Martins Hospital.

		<p>To improve the service and to ensure the service becomes compliant with the recommendations of the National Quality Assurance Report on Bath Newborn Hearing Screening & Audiology Programme.</p> <p>To increase the capacity of the unit.</p> <p>To create a child –orientated facility.</p>
1.2	<p>Provide brief details of the scope of the subject/topic/plan being reviewed, for example:</p> <ul style="list-style-type: none"> Is it a national or legislative requirement? 	<p>The current facility is not compliant with legislative requirements.</p> <p>There is no option to increase the size or capacity of the unit in its present situation.</p> <p>The current facility is a rented space – moving to St Martins will enable us to improve the facility and to delete rental costs.</p>
1.3	Does its aims conflict with any other plan or service activity of Sirona or its partners?	No
1.4	What steps have you taken to ensure this does not <i>inadvertently</i> affect another service?	The written business case taken to PCT Commissioners (February 2012) shows that consideration has been taken of this issue and there are no conflicts.

2. Consideration of available data, research and information

	Key questions		Data, research and information that you can refer to
2.1	What equality training have those who developed the subject/topic/plan received?	Sirona Care & health have a standard that all employees undertake 3 yearly equality and diversity training. Senior managers involved in the decision making for this proposal are up to date with their training.	Training records.

2.2	What is the equality profile of the employees who will be affected by this? Are there any particular staffing issues? (e.g. high proportion of female workers etc)	91% of employees of the service are female. 9% of employees are aged between 25-29, 9% are aged between 35-39, 18% are aged between 40-44, 9% are aged between 45-49, 18% are aged between 50-54, 28% are aged between 55-59 and 9% are aged between 60-64.	This data comes from the Paediatric Audiology Team equalities profile.
2.3	If there are proposed staffing reductions: what are the potential knock-on effects of this on other service areas including other public services where we collectively serve our citizens?	N/A	
2.4	What is the equality profile of service users who will be affected by this?	<p>Ethnicity – 51% are white British; 3% have any other white background; 1% are Asian; 1% have any other mixed background and 43% did not state.</p> <p>PCT – 28% come from BANES; 10% from Somerset; 59% from Wiltshire and 3% from other areas.</p> <p>Age – 17% are aged 0-4 years; 32% are aged 5-9 years; 33% are aged 10-14 years; 16% are aged 15-19 years and 2% are aged 20+.</p> <p>Class of hearing loss – 2% had no loss detected; 19% had mild loss; 47% had moderate loss; 8% had profound loss; 19% had severe loss and 5% had no result recorded.</p> <p>31% of children had additional</p>	This data comes from the Paediatric Audiology Department deaf children and young people equalities profile as of 25/07/12

		diagnoses of need other than hearing loss.	
2.5	What do you know about service users' needs in relation to this service area? (e.g. results of customer satisfaction surveys, results of previous consultations)	A service user feedback questionnaire was undertaken by the service in Sept 11. The results were largely positive though there was a low response rate. 62% said nothing could be done better. 96% said that yes they would recommend the service to their family and friends.	Organisational Survey 2011 results
2.6	Are there any gaps in the data, research or information that is available? What additional information would assist you in developing your financial plan?	Yes. We need more detailed, accurate data. We acknowledge we have more reliable data on long term / repeat service users; we do not have reliable data yet on new or 'one-off' service users.	
2.7	What consultation have you carried out on this subject/topic/plan?	<p>This proposal has been discussed with a number of staff, parents and other local groups affected including:</p> <ul style="list-style-type: none"> • Consultant Paediatric Audiologist • Wiltshire Teachers of the Deaf • Sirona Head of Adult Audiology • Sirona Head of Children's Services • Manager of the Newborn Hearing Screening Programme • Audiometrician • Assistant manager of Sirona Hearing and Vision Service • Team Manager of Disabled Children, BANES 	

		<ul style="list-style-type: none"> • Team Manager of Disabled Children, Somerset • Equalities Manager, BANES Council • Bath LINKs • Parent representatives – Bath and Somerset • South West Regional Director of The National Deaf Children's Society (?) • Early Support Health Visitor 	
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3. Assessment of impact

	Identify the impact/potential impact on	Examples of how the topic promotes equality	Examples of potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Age – different age groups	This will be a purpose built screening unit for young people and children which will be designed specifically for this service user group. It will provide a better standard of audiology screening which will comply with best practice. It will enable specialists to identify issues sooner and therefore minimise distress to children, reduce repeat visits and, over time, reduce costs.	None
3.2	Disability – Disabled people (ensure consideration	The St Martins site is fully accessible. The new unit will be designed to meet	Public transport to the existing unit at RUH is free from central Bath. There is no facility for

	of a range of impairments including both physical and mental impairments)	the needs of people with hearing impairment, focussing on children, young people and new parents and carers.	free transport to St Martins. We are going to talk to the bus companies to investigate setting up a free service to St Martins from the Park and Ride and also from town.
3.3	Gender –women and men	N/A	N/A
3.4	Gender identity - transgender people		
3.5	Race -black & minority ethnic groups		
3.6	Religion / belief –different religious/faith and those with none		
3.7	Sexual orientation - lesbian, gay, bisexual & heterosexual people		
3.8	Rural communities – people living in rural communities	Some people travelling from Keynsham / Radstock / Wiltshire will benefit from the move as they will be able to avoid travelling through central Bath. Parking at St Martins is free whereas there is a charge at RUH.	Public transport to the existing unit at RUH is free from central Bath. There is no facility for free transport to St Martins. Public transport in B&NES area can be expensive. We are going to talk to the bus companies to investigate setting up a free service to St Martins from the Park and Ride and also from town.
3.9	Socio-economically disadvantaged –people who are disadvantaged due to factors like family background, educational attainment, neighbourhood and employment status		
4. Monitoring and review			
4.1	What arrangements have you put in place to monitor the <i>actual</i> effect of your subject/topic/plan following its implementation?	Service user feedback is planned to ascertain the effect of the move on service users, once the relocation has taken place.	

5. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

The outcome of this EqIA will fall into one of four categories:

Please tick which is appropriate:

1	No major change required	X
2	Adjustments to remove barriers identified by EqlA or to better promote equality	
3	Continue despite having identified some potential for adverse impact or missed opportunities to promote equality	
4	Stop and rethink	

List actions below that you plan to take as a result of this EqlA. These actions should be based upon the analysis of data, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your financial plan and future service planning framework. Actions/targets should be measurable, achievable, realistic and time framed. (Add rows as appropriate)

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Consultation	Plan to meet with staff and small scale service user consultation		Martha Cox	Sept 12
Service user monitoring	Set up a formal monitoring and reporting system.	Service user consultation set up three months after the opening of the relocated service	Martha Cox	Summer 13
Public transport	Consider if / how public transport can be provided free of charge as it is for RUH currently	To begin conversation with local bus companies regarding this issue.	Facilities	

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to Sirona's web team for publication on the Sirona website. Also send a copy to the B&NES Council Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Amanda Phillips (Director)

Date: 25 October 2012

Print Name: Amanda Phillips