

**Equality Impact Assessment** – The development of Trust policies must comply with equalities legislation which is to promote equality and eliminate unlawful discrimination. Guidance on Equality Impact Assessment policies is available at

<b>1. Screening</b>			
How relevant is this policy and its associated procedures to promoting equality and eliminating discrimination? (indicate in boxes below)			
	Not relevant	Partly relevant (say which parts)	Very relevant
Race/ethnic group:			Yes
Disability <sup>1</sup> :			Yes
Gender (including transsexuals <sup>2</sup> ):			Yes
Age:			Yes
Sexual Orientation:			Yes
Religion:			Yes
Other (please state):			
<b>2. Assessing Impact</b> (To be completed where the policy and associated procedures has been determined as relevant in the screening process)			
Please specify, in the rows below, anything that you have included in this policy and its associated procedures to ensure that equality is promoted and that no one will be unlawfully disadvantaged (discriminated against) as a result of this policy			
Race/ethnic group:	The document explicitly recognises that that although it is about gender equality some or all of these other areas interact with gender in different ways. This makes it necessary to consider them in combination with gender in order to respond to need, eliminate discrimination and to promote equality		
Disability:			
Gender (including transsexuals):			
Age:			
Sexual Orientation:			
Religion:			
Other please state:			

<sup>1</sup> Disability covers physical, sensory and mental impairments which include mental illness and learning disability. Longterm conditions such as cancer, HIV and Multiple Sclerosis are included and any other condition at the point at which it begins to have an impact on a person's capacity to carry out normal day to day activities.

<sup>2</sup> Transsexuals are people who experience Gender Disphoria, a recognised medical condition in which people perceive their gender to be the opposite of their biological body. They may choose to undergo gender reassignment treatment which will include hormone treatments and, for some people, surgery that will lead to development of either male or female physical and emotional characteristics.