



# Equality Impact Analysis

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Service/Policy	Adult and Children's Service Moves in East Haringey
Organisation	Whittington Health NHS Trust
Programme leads	Jonathan Gardner, Director of Strategy, Development and Corporate Affairs Vanessa Cooke Head of Haringey Children and Young People's Services Alison Kett Associate Director Of Nursing
Email	Jonathan.gardner@nhs.net
Date	25.01.21



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## **Name of Service**

Adult and Children community service moves in East Haringey.

## **Why are we completing this equality analysis**

Whittington Health NHS Trust has a duty to ensure, based on clinical needs, that services that we carry out offer equally high-quality outcomes and experience to patient regardless of their backgrounds.

Under the Public Sector Equality Duty (PSED), when a public sector organisation is planning to commission or reconfigure a service it must give due regard to equality. The Equality Act 2010 mandates an integrated Equality Duty on all public bodies and those discharging a public function how they can:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act;
- Advance equality of opportunity between person who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share relevant protected characteristics and those who do not share it.

Due regard is demonstrated by considering the likely impact of the change on different groups in the community, in particular the protected groups as defined under the Equality Act 2010. Those Groups include race, gender, age, disability, gender reassignment, marriage and civil partnerships, religion or belief, sexual orientation and pregnancy, maternity as well as socio-economic duty and human rights of vulnerable people.

Through equality analysis we must ensure there is no negative or disproportionate impact on equality; and all measures have been considered to eliminate or at least minimise any negative impact of the (commissioning) intention or proposed change and to ensure any opportunities to reduce are taken.

## **About the Service**

The proposed changes only include existing services.

Whittington Health is asking for views from stakeholders regarding the proposed moves of services to and from Tynemouth Road Health Centre, The laurels Healthy Living Centre, Bounds Green Health centre and Lordship Lane Health Centre.

## **Description of the services**

Tynemouth Road Health Centre is currently used to operate both adult and children's services. This project is proposing that the Tynemouth Road Health Centre becomes a hub for Children's services in Haringey. In order for this to happen the moves that will take place are;

- Children's CDU from St Ann's Hospital to Tynemouth Road Health Centre.
- Children's PAU from St Ann's Hospital to Tynemouth Road Health Centre.
- Children in Care (Looked after Children) from Bounds Green Health Centre to Tynemouth Road Health Centre.
- Adults IAPT service from Tynemouth Road Health Centre to the Laurels Healthy Living Centre.
- Adults Podiatry from Tynemouth Road Health Centre to Lordship Lane Health centre.
- Adults Bladder and Bowel from Tynemouth Road Health Centre to Lordship Lane Health centre.
- Adults Diabetes from the Laurels Healthy living centre to Lordship lane Health Centre.
- Adults Podiatry from the Laurels Healthy living centre to Lordship lane Health Centre.
- Adults Cardiology from the Laurels Healthy living centre to Lordship lane Health Centre.
- Adults Nutrition and Dietetics from the Laurels Healthy living centre to Lordship lane Health Centre.
- Adults Respiratory from the Laurels Healthy living centre to Lordship lane Health Centre.

## Locations

- Tynemouth Road Health Centre, Tynemouth Road, Tottenham, London, N15 4RH

**Underground:** Seven Sisters or Tottenham Hale

**Overground:** Seven Sisters or Tottenham Hale

**Bus routes:** 41, 46, 76, 149, 243, 259, 279, 318, 349, 476

- Lordship Lane Health Centre, 239 Lordship Lane, London, N17 6AA

**Underground:** Wood Green and Seven Sisters

**Overground:** Seven Sisters and Bruce Grove

**Bus routes:** 123, 243

- The Laurels Healthy Living Centre, 256 St Ann's Road, London, N15 5AZ

**Underground:** Seven Sisters

**Overground:** Seven Sisters

**Bus routes:** 67

## Services and Commissioning

These services offer a community based approach to care and are available to all Haringey residents that are referred to Whittington Health NHS Trust.

Some of these services are also offered at patient's homes, schools, primary Care locations and locality hubs.

## **Cases for Change**

Although the services being run at the current sites are capable of providing adequate care, Whittington Health believes that;

### **Children's services**

- Tynemouth Road Health Centre would become the children and young people health services in Haringey.
- Tynemouth Road Health Centre facility will be specifically designed for Children and young people and will only have CYP services being conducted from the Centre. The spaces would be specifically designed for children and young people.
- Tynemouth Road Health Centre has greater access to transport links.
- Tynemouth Road Health Centre is in the East of Haringey, which has highest proportion of Under 18s in the Borough.
- This move will enable healthcare professionals to work more closely as part of a multi-disciplinary team

### **Adult services**

- The moves will enable patients to access a one-stop-shop for the Podiatry, diabetes and Leg Ulcer clinics
- Lordship Lane will enable the services to work with Connected Communities, improving access to council and voluntary services
- The Children's services moves will not be possible unless the adult's services also relocate.

## Equality Impact Assessments

### EQUALITY IMPACT ANALYSIS: Children in Care

<b>Name of Function</b>	Children in Care Service	<b>Date of completion</b>	19.01.2021		
<b>Name of person completing analysis</b>	Lynn Carrington	<b>Name of Review Manager</b>	Vanessa Cooke		
<b>Protected characteristic</b>	<b>Relevance (High/Medium/Low)</b>	<b>Positive Impact Negative Impact Neutral Impact</b>	<b>Evidence</b>	<b>Recommendations/mitigating actions (Please consider How equity can be achieved for protected and vulnerable Groups)</b>	
<b>Age</b>	0-18 years High	Positive	C&YP needing access to other children services provided within the hub will know the clinic and be familiar with the environment.		
<b>Disability</b>	0-18 years High	Positive	The hub will be accessible for those with Disabilities.		
<b>Gender Reassignment</b>	High	Positive	C&YP accessing other children services provided within the hub will know the clinic and be familiar with the environment.		
<b>Marriage &amp; Civil Partnership</b>	low	Neutral	I am unaware of any 16-18 years in this Group who are CIC.		
<b>Pregnancy &amp; Maternity</b>	High	Positive	YP who are pregnant will able to access services provided by universal services at the hub.		

<b>Race</b>	High	Positive	The hub is situated in an area within Haringey with a racially and ethnically diverse population.	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. Social care is also involved with engagement and they are helping to provide communication with the families and service users.
<b>Religion or Belief</b>	High	Positive	The hub is situated in an area within Haringey with multi-faiths.	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. Social care is also involved with engagement and they are helping to provide communication with the families and service users.
<b>Sex</b>	High	Positive	The hub will welcome everyone.	
<b>Sexual Orientation</b>	High	Positive	The hub will welcome everyone.	The service will continue to support service users with sexual health by liaising with and referring them to various social care organisations. The service will also work with the Social Care hub at Wood Green to ensure the service users get the assistance they need.
<b>Human Rights (Dignity &amp; Respect)</b>	High	Positive	The hub will welcome everyone. Some gang affiliated young people under the service from other areas within the borough would refuse to attend due to the risk from other gangs.	Social workers will inform clinician and those affected can be seen in another clinic.

### Summary

The hub will be of benefit to Children in Care accessing or referred to other services as they will be aware of the surroundings and may see clinicians from other services on the same day.

### Action planning

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **Specific, Measurable, Achievable, Realistic, and Time-bound - SMART**).

Negative impacts, where identified	Mitigating Action	Lead	Timescale	Measures for success	Comments
1. Gang affiliation	Young people will be seen in another clinic for their own safety when necessary	Clinician	As required	No gang reprisal	Clinicians are advised by SW on referral.

### EQUALITY IMPACT ANALYSIS: Bladder and Bowel

Name of Function		Bladder & Bowel care service	Date of completion	19/01/2021	
Name of person completing analysis		Maxine Hammond	Name of Review Manager	Alison Kett	
Protected characteristic	Relevance (High/Medium/Low)	Positive Impact Negative Impact Neutral Impact	Evidence		Recommendations/mitigating actions (Please consider How equity can be achieved for protected and vulnerable Groups)
Age	Low	Neutral Impact	Patients will be seen by same team and staff member.		There are more transport links near Lordship Lane which should provide easier access for elderly service





				users. But it may be further travel for some.
<b>Disability</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member. Transport can be arranged if necessary.	Options are also currently being explored to assess how transport can be offered for patients with disabilities.
<b>Gender Reassignment</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member.	
<b>Marriage &amp; Civil Partnership</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member.	
<b>Pregnancy &amp; Maternity</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member.	
<b>Race</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member.	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Religion or Belief</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member.	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be

				further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Sex</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member.	
<b>Sexual Orientation</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member.	
<b>Human Rights (Dignity &amp; Respect)</b>	Low	<b>Neutral Impact</b>	Patients will be seen by same team and staff member. Dignity & respect is observed by all staff members	

**Summary**

The service that patients receive will be no different and patient will continue to see same staff member to ensure continuity of care  
Patients with disabilities and have difficult with transport – hospital transport can be arranged by central bookings when appointments are made.

**Action planning**

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **S**pecific, **M**easurable, **A**chievable, **R**ealistic, and **T**ime-bound – SMART

<b>Negative impacts, where identified</b>	<b>Mitigating Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Measures for success</b>	<b>Comments</b>
1.					
2.					

### EQUALITY IMPACT ANALYSIS: Haringey IAPT

<b>Name of Function</b>		Move out of Tynemouth Road to The Laurels		<b>Date of completion</b>	18.01.21.
<b>Name of person completing analysis</b>		Tania Knight		<b>Name of Review Manager</b>	Tania Knight
<b>Protected characteristic</b>	<b>Relevance (High/Medium/Low)</b>	<b>Positive Impact Negative Impact Neutral Impact</b>	<b>Evidence</b>		<b>Recommendations/mitigating actions (Please consider How equity can be achieved for protected and vulnerable Groups)</b>
Age	Low	Neutral	Please see note below.		n/a
Disability	Low	Neutral	Please see note below.		There is ground floor and wheelchair access at the site. Options are also currently being explored to assess how transport can be offered for patients with disabilities
Gender Reassignment	Low	Neutral	Please see note below.		n/a
Marriage & Civil Partnership	Low	Neutral	Please see note below.		n/a
Pregnancy & Maternity	Low	Neutral	Please see note below.		n/a

<b>Race</b>	Low	Neutral	Please see note below.	The move to the Laurels will not impact on the ability of ethnic groups to access the service. This is because they are not referred to a site, but to a service which then allocates them a site of best convenience.
<b>Religion or Belief</b>	Low	Neutral	Please see note below.	The move to the Laurels will not impact on the ability of ethnic groups to access the service. This is because they are not referred to a site, but to a service which then allocates them a site of best convenience.
<b>Sex</b>	Low	Neutral	Please see note below.	n/a
<b>Sexual Orientation</b>	Low	Neutral	Please see note below.	n/a
<b>Human Rights (Dignity &amp; Respect)</b>	Low	Neutral	Dignity & respect is observed by all staff members	n/a

**Summary**

There are no specific clinics held for patients in respect of particular characteristics at Tynemouth Road. The Tynemouth Road site was used as a base for clinical appointments for anyone within the IAPT service who lived in the East of the borough. Therefore, moving to the Laurels should not present any specific issues for the patients as it is also in the East, although further from the High Road. We do have other placements in the East though to offer more choice to those who could not attend The Laurels.

### Action planning

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **Specific, Measurable, Achievable, Realistic, and Time-bound - SMART**).

Negative impacts, where identified	Mitigating Action	Lead	Timescale	Measures for success	Comments
1.n/a					
2.n/a					

### EQUALITY IMPACT ANALYSIS: Nutrition and Dietetics

<b>Name of Function</b>	Moving out of Laurels and into Lordship Lane	<b>Date of completion</b>	19.01.2021	
<b>Name of person completing analysis</b>	Loretta Morgado	<b>Name of Review Manager</b>	Darren Marsh (N&D)	
<b>Protected characteristic</b>	<b>Relevance</b> (High/Medium/Low)	<b>Positive Impact</b> <b>Negative Impact</b> <b>Neutral Impact</b>	<b>Evidence</b>	<b>Recommendations/mitigating actions</b> <b>(Please consider How equity can be achieved for protected and vulnerable Groups)</b>
<b>Age</b>	low	neutral	The only change to the service is venue – therefore we are not expecting any negative or positive impact on equality of access.	There are more transport links near Lordship Lane which should provide easier access for elderly service users. But it might be slightly further to travel.
<b>Disability</b>	low	neutral	The only change to the service is venue – therefore we are not expecting any	Ensure that room can be accessed on ground floor. Options are also



			negative or positive impact on equality of access.	currently being explored to assess how transport can be offered for patients with disabilities.
<b>Gender Reassignment</b>	n/a	neutral		n/a
<b>Marriage &amp; Civil Partnership</b>	n/a	neutral		n/a
<b>Pregnancy &amp; Maternity</b>	n/a	neutral		n/a
<b>Race</b>	n/a	neutral		There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Religion or Belief</b>	n/a	neutral		No religious artefact on display. There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater



				transport links this should reduce barriers to attendance.
<b>Sex</b>	n/a	neutral		n/a
<b>Sexual Orientation</b>	n/a	neutral		n/a
<b>Human Rights (Dignity &amp; Respect)</b>	n/a	neutral	Dignity & respect is observed by all staff members.	Ensure room to be used is private.

**Summary**

none
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**Action planning**

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **Specific, Measurable, Achievable, Realistic, and Time-bound - SMART**).

Negative impacts, where identified	Mitigating Action	Lead	Timescale	Measures for success	Comments
1.					
2.					

**EQUALITY IMPACT ANALYSIS: Podiatry**

<b>Name of Function</b>	Closure of clinics at The Laurels and move to Lordship Lane	<b>Date of completion</b>	19/01/21
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Name of person completing analysis		Tayyaba Bhatti	Name of Review Manager		Tayyaba Bhatti
Protected characteristic	Relevance (High/Medium/Low)	Positive Impact Negative Impact Neutral Impact	Evidence		Recommendations/mitigating actions (Please consider How equity can be achieved for protected and vulnerable Groups)
Age	M	Possible Negative impact	May be some elderly patients who may have to travel further to get to their appointments which they may find difficult due to mobility issues.		There are more transport links near Lordship Lane which should provide easier access for elderly service users.
Disability	M	Possible Negative impact	May have to travel further to get to their appointments which they may find difficult due to disability (if disability affects mobility).		Offer them closest alternative site. Options are also currently being explored to assess how transport can be offered for patients with disabilities.
Gender Reassignment	n/a	Neutral			
Marriage & Civil Partnership	n/a	Neutral			
Pregnancy & Maternity	n/a	Neutral			
Race	n/a	Neutral			There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If





				the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Religion or Belief</b>	n/a	Neutral		There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Sex</b>	n/a	Neutral		
<b>Sexual Orientation</b>	n/a	Neutral		
<b>Human Rights (Dignity &amp; Respect)</b>	n/a	Neutral	Dignity & respect is observed by all staff members.	

**Summary**

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### Action planning

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **Specific, Measurable, Achievable, Realistic, and Time-bound - SMART**).

Negative impacts, where identified	Mitigating Action	Lead	Timescale	Measures for success	Comments
1.					
2.					

### EQUALITY IMPACT ANALYSIS: Respiratory

<b>Name of Function</b>		Closure of clinics at The Laurels Clinics will move to Lordship Lane	<b>Date of completion</b>	13.1.21	
<b>Name of person completing analysis</b>		Jessie Dzingai	<b>Name of Review Manager</b>	Alison Kett	
<b>Protected characteristic</b>	<b>Relevance</b> (High/Medium/Low)	<b>Positive Impact</b> <b>Negative Impact</b> <b>Neutral Impact</b>	<b>Evidence</b>		<b>Recommendations/mitigating actions</b> <b>(Please consider How equity can be achieved for protected and vulnerable Groups)</b>
Age	M	Neutral	Good transport links to Lordship Lane. Transport available for pts if required (Within confines of Covid).		There are more transport links near Lordship Lane which should provide easier access for elderly service users. But it may be further travel for some.



<b>Disability</b>	L	Positive	There are more transport links around Lordship Lane compared to The Laurels, this will facilitate easier travel for patients with disabilities as there are more options.	Options are also currently being explored to assess how transport can be offered for patients with disabilities.
<b>Gender Reassignment</b>	L	Neutral	Open access to all	
<b>Marriage &amp; Civil Partnership</b>	L	Neutral	Open access to all	
<b>Pregnancy &amp; Maternity</b>	L	Neutral	Open access to all	
<b>Race</b>	L	Neutral	Open access to all	The service has been working with translators to communicate with BAME groups to ensure they are aware of the need of the examinations particularly during the pandemic. Lordship Lane has greater accessibility than the Laurels therefore reducing non-attendance.
<b>Religion or Belief</b>	L	Neutral	Open access to all	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.



<b>Sex</b>	L	Neutral	Open access to all	
<b>Sexual Orientation</b>	L	Neutral	Open access to all	
<b>Human Rights (Dignity &amp; Respect)</b>	L	Neutral	Dignity & respect is observed by all staff members	

### Summary

Overall the closure of Respiratory service at The Laurels has a neutral impact to all protected characteristics as patients will be offered alternative venues. Greater transport links to Lordship Lane & parking facilities means that patient can come to clinic independently. Patients with disability can be offered transport services as before.

### Action planning

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **Specific, Measurable, Achievable, Realistic, and Time-bound - SMART**).

Negative impacts, where identified	Mitigating Action	Lead	Timescale	Measures for success	Comments
1.					
2.					

### EQUALITY IMPACT ANALYSIS: Heart Failure

<b>Name of Function</b>	Closure of clinics at The Laurels	<b>Date of completion</b>	13.1.21
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	Clinics will move to Lordship Lane			
<b>Name of person completing analysis</b>	Patricia Hargrave	<b>Name of Review Manager</b>	Alison Kett	
<b>Protected characteristic</b>	<b>Relevance</b> (High/Medium/Low)	<b>Positive Impact</b> <b>Negative Impact</b> <b>Neutral Impact</b>	<b>Evidence</b>	<b>Recommendations/mitigating actions</b> <b>(Please consider How equity can be achieved for protected and vulnerable Groups)</b>
<b>Age</b>	M	Neutral	Good transport links to Lordship Lane. Transport available for pts if required (Within confines of Covid).	There are more transport links near Lordship Lane which should provide easier access for elderly service users. But it may be further travel for some.
<b>Disability</b>	L	Neutral	Open access to all	Options are currently being explored to assess how transport can be offered for patients with disabilities.
<b>Gender Reassignment</b>	L	Neutral	Open access to all	
<b>Marriage &amp; Civil Partnership</b>	L	Neutral	Open access to all	
<b>Pregnancy &amp; Maternity</b>	L	Neutral	Open access to all	
<b>Race</b>	L	Neutral	Open access to all	There are communications going out to schools, community organisations,

				politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Religion or Belief</b>	L	Neutral	Open access to all	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Sex</b>	L	Neutral	Open access to all	
<b>Sexual Orientation</b>	L	Neutral	Open access to all	
<b>Human Rights (Dignity &amp; Respect)</b>	L	Neutral	Dignity & respect is observed by all staff members	

**Summary**

Overall the closure of Heart Failure clinic The Laurels has a neutral impact to all protected characteristics as patients will be offered alternative venues. Greater transport links to Lordship Lane & parking facilities means that patient can come to clinic independently. Patients with disability can be offered transport services as before.

### Action planning

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **Specific, Measurable, Achievable, Realistic, and Time-bound - SMART**).

Negative impacts, where identified	Mitigating Action	Lead	Timescale	Measures for success	Comments
1.					
2.					

### EQUALITY IMPACT ANALYSIS: Diabetes Service

<b>Name of Function</b>		Closure of clinics at The Laurels Clinics will move to Lordship Lane	<b>Date of completion</b>	13.1.21	
<b>Name of person completing analysis</b>		Monalisa Mafu	<b>Name of Review Manager</b>	Alison Kett	
<b>Protected characteristic</b>	<b>Relevance</b> (High/Medium/Low)	<b>Positive Impact</b> <b>Negative Impact</b> <b>Neutral Impact</b>	<b>Evidence</b>		<b>Recommendations/mitigating actions</b> <b>(Please consider How equity can be achieved for protected and vulnerable Groups)</b>
Age	M	Neutral	Good transport links to Lordship Lane. Transport available for pts if required (Within confines of Covid).		There are more transport links near Lordship Lane which should provide easier access for elderly service users. But it may be further travel for some.



<b>Disability</b>	L	Neutral	Open access to all.	Options are currently being explored to assess how transport can be offered for patients with disabilities.
<b>Gender Reassignment</b>	L	Neutral	Open access to all.	
<b>Marriage &amp; Civil Partnership</b>	L	Neutral	Open access to all.	
<b>Pregnancy &amp; Maternity</b>	L	Neutral	Open access to all.	
<b>Race</b>	L	Neutral	Open access to all.	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.
<b>Religion or Belief</b>	L	Neutral	Open access to all.	There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service. As Lordship Lane has greater transport links this should reduce barriers to attendance.





<b>Sex</b>	L	Neutral	Open access to all.	
<b>Sexual Orientation</b>	L	Neutral	Open access to all.	
<b>Human Rights (Dignity &amp; Respect)</b>	L	Neutral	Dignity & respect is observed by all staff members.	

### Summary

Overall the closure of the Diabetes service at The Laurels has a neutral impact to all protected characteristics as patients will be offered alternative venues. Greater transport links to Lordship Lane & parking facilities means that patient can come to clinic independently. Patients with disability can be offered transport services as before.

### Action planning

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **Specific, Measurable, Achievable, Realistic, and Time-bound - SMART**).

<b>Negative impacts, where identified</b>	<b>Mitigating Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Measures for success</b>	<b>Comments</b>
1.					
2.					

### EQUALITY IMPACT ANALYSIS: CDC and PAU

<b>Name of Function</b>	Relocation of the CDC and PAU services from St Ann's to Tynemouth Road	<b>Date of completion</b>	19.1.21
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<b>Name of person completing analysis</b>		Cheryl Yeates	<b>Name of Review Manager</b>	Vanessa Cooke
<b>Protected characteristic</b>	<b>Relevance</b> (High/Medium/Low)	<b>Positive Impact</b> <b>Negative Impact</b> <b>Neutral Impact</b>	<b>Evidence</b>	<b>Recommendations/mitigating actions</b> <b>(Please consider How equity can be achieved for protected and vulnerable Groups)</b>
<b>Age</b>		Neutral		
<b>Disability</b>		Neutral		Need to ensure adequate disabled parking available at Tynemouth Road and that treatment rooms are accessible. Treatment rooms to be situated on ground floor or measures taken to ensure access to the first floor is straightforward
<b>Gender Reassignment</b>		Neutral		
<b>Marriage &amp; Civil Partnership</b>		Neutral		
<b>Pregnancy &amp; Maternity</b>		Positive	Maternity services are currently provided at Tynemouth Road, as well as health visiting services. The move to the centre could support families to access support more easily than on the St Ann's site	
<b>Race</b>		Neutral (some positive and some potential negative)	Positive- TRHC located within a diverse community which will be familiar to many families and give sense of belonging	Communication with families about the site and services will help to mitigate this risk.

			Negative – some families from west of borough may be reluctant to travel to TRHC due to perceptions about personal safety.	
<b>Religion or Belief</b>		Neutral		There are communications going out to schools, community organisations, politicians and religious groups to make them aware of the potential changes. If the changes go ahead there will be further communications with the aforementioned groups promoting the service.
<b>Sex</b>		Neutral		
<b>Sexual Orientation</b>		Neutral		
<b>Human Rights (Dignity &amp; Respect)</b>		Neutral		

**Summary**

Overview of key findings as a result of completing this exercise, including any measures to eliminate discrimination and promote equality of opportunity

The proposal needs to consider accessibility issues for disabled children and their families. Within the Haringey CYP SLT service we have had families from the west of the borough decline appointments because of concerns about how safe it is to travel to Tottenham so information for families about the Children’s Hub will need to take this into account.

**Action planning**

As a result of the equality analysis, the following recommended actions have been identified as a way of mitigating against any possible *Negative* impact that may arise. (Please complete the table with agreed actions that are **S**pecific, **M**easurable, **A**chievable, **R**ealistic, and **T**ime-bound - SMART).

<b>Negative impacts, where identified</b>	<b>Mitigating Action</b>	<b>Lead</b>	<b>Timescale</b>	<b>Measures for success</b>	<b>Comments</b>
1.					
2.					