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| **Equality Impact Risk Analysis: Insert title of service/function here** | | | | |
| **Policy ~~/ Project / Function/Service~~:** | Access to Infertility Treatment – Commissioning Policy Document Yorkshire and Humber | | | |
| **Date of Analysis:** | December 2019 | | | |
| **Analysis Rating:**  **(**Please Tick ✔)  (See Completion Notes) |  |  | x |  |
| **Red** | **Red /Amber** | **Amber** | **Green** |
| **Type of Analysis Performed:**    Please Tick ✔ | **Systematic Policy Analysis** | | |  |
| **Consultation** | | | x |
| **Meeting** | | |  |
| **Service Proposal** | | |  |
| **Other** | | |  |
| **Please list any other policies**  **that are related to or referred**  **to as part of this analysis** |  | | | |
| **Who does the policy, project function or service affect ?**    Please Tick ✔ | **Employees** | | | x |
| **Service Users** | | | x |
| **Applicants** | | |  |
| **Members of the Public** | | | x |
| **Other (List Below)** | | |  |

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| **Equality Impact Risk Analysis:** | | |
| **What are the aims and intended**  **effects of this policy, project or**  **function ?** | The purpose of the commissioning policy is to enable officers of the relevant CCG to exercise their responsibilities properly and transparently in relation to commissioned treatments including individual funding requests, and to provide advice to general practitioners, clinicians, patients and members of the public about the fertility policy. Implementing the policy ensures that commissioning decisions are consistent and not taken in an ad-hoc manner without due regard to equitable access and good governance arrangements. Decisions are based on best evidence but made within the funding allocation of the CCGs. This policy relates to requests for specialist fertility treatment. | |
| **Is any Equality Data available**  **relating to the use or**  **implementation of this policy,**  **project or function ?**    (See Completion notes) | Yes | x |
| No |  |
| Where you have answered yes, please incorporate this data when performing the *Equality Impact Assessment Test* (the next section of this document). | |
| **List any Consultation e.g. with**  **employees, service users,**  **Unions or members of the**  **public that has taken place in**  **the development or**  **implementation of this policy,**  **project or function** | Yorkshire and Humber Expert Fertility Panel  2 March 2017  31 January 2018  25 June 2018  25 January 2019  Hempsons Solicitors  August 2018  Public consultation | |
| **Financial Analysis**    If applicable, state any relevant cost implications  (e.g. expenses, returns or savings) as a direct result  of the implementation of this policy, project or  function | **Costs (£m) \***  Implementation £  Projected Returns £  Projected Savings £ | |

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| **Equality Impact Risk Assessment Test:** | | | | |
| **What impact will the implementation of this policy, project or function have on employees, service**  **users or other people who share characteristics protected by *The Equality Act 2010* ?** | | | | |
| **Protected**  **Characteristic:** | **Neutral**  **Impact:** | **Positive**  **Impact:** | **Negative**  **Impact:** | **Evidence of impact and if applicable, justification**  **where a *Genuine Determining Reason* exists** |
| **Gender**  (Men and Women) |  | x |  | The policy positively supports both males and females by ensuring that couples should be seen together. As both are affected by decisions surrounding investigation and treatment of infertility |
| **Race**  (All Racial Groups) |  | x |  | Information on fertility services will be provided in wide range of formats to meet the diverse needs of couples.  -Face to face discussions with couples  -Written information and advice  -Culturally sensitive  -Be sensitive to those with additional needs e.g. physical or cognitive, or sensitive disabilities, or those who do not speak English. |
| **Disability**  (Mental and Physical,Sensory impairment, Autism, mental health issues) |  | x |  | The policy has been enhanced to offer funding to couples who by reason of disability cannot conceive naturally |
| **Religion or Belief** |  | x |  | It is not anticipated the policy would have any effect on this characteristic. |
| **Sexual Orientation**  (Heterosexual, Homosexual  and Bisexual) |  | x |  | The policy has been enhanced to offer funding to couples in a same sex relationship without having to demonstrate they have self-funded other trials |

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| **Protected**  **Characteristic:** | **Neutral**  **Impact:** | **Positive**  **Impact:** | **Negative**  **Impact:** | **Evidence of impact and if applicable, justification**  **where a *Genuine Determining Reason* exists** |
| **Pregnancy and**  **Maternity** |  | x |  | The policy enhances the ability to access fertility treatment and the potential to achieve pregnancy |
| **Transgender** |  | x |  | The policy has been enhanced to offer funding to transgender couples |
| **Marital Status** |  | x |  | The policy as a whole aims to provide equal access and to support all heterosexual and same-sex couples, cohabiting, married or in civil partnerships who meet the eligibility criteria to achieve conception who have infertility. |
| **Age** |  |  |  | IVF is only available to women aged between 18 and 42. As a woman ages the chances of successful pregnancy fall. |
| **Deprivation** | x |  |  |  |

**This Equality Impact Risk Analysis was completed by: (Name and Department**)

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| **Action Planning:** | | | | |
| **As a result of performing this analysis, what actions are proposed to remove or reduce any risks of**  **adverse outcomes identified on employees, service users or other people who share characteristics**  **protected by *The Equality Act 2010* ?** | | | | |
| **Identified Risk:** | **Recommended Actions:** | **Responsible Lead:** | **Completion Date:** | **Review Date:** |
| **Potential negative impact for service users for whom English is not the first language and may have issues understanding professionals and literature.** | **Providers of services to make reasonable adjustments including translation of information to minimise this risk** | **Michelle Thompson** | **January 2020** | **April 2023** |
| **Potential negative impact for service users who have difficulty understanding or retaining information, are deaf or have hearing difficulties.** | **Providers of services to make reasonable adjustments including aids and adaptations to minimise this risk** | **Michelle Thompson** | **January 2020** | **April 2023** |
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| **Completion Notes:** | |
| **Analysis Ratings:** | After completing this document, rate the overall analysis as follows:  **Red:** As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* It is recommended that the use of the policy be suspended until further work or analysis is performed.  **Red Amber:** As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share *Protected Characteristics.* However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken.  **Amber:** As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the *Action Planning s*ection of this document.  **Green:** As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share *Protected Characteristics* and no further actions are recommended at this stage. |
| **Equality Data:** | Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine *Protected Characteristics* – referred to hereafter as *‘Equality Groups’.*  Examples of *Equality Data* include: (this list is not definitive)  1: Application success rates *Equality Groups*  2: Complaints by *Equality Groups*  3: Service usage and withdrawal of services by *Equality Groups*  4: Grievances or decisions upheld and dismissed by *Equality Groups* |
| **Legal Status:** | This document is designed to assist organisations in *“Identifying and eliminating unlawful Discrimination, Harassment and Victimisation”* as required by *The Equality Act Public Sector Duty 2011.* An Equality Impact Analysis is not, in itself, legally binding and should not be used as a substitute for legal or other professional advice. |
| ***Genuine***  ***Determining***  ***Reason*** | Certain discrimination may be capable of being justified on the grounds that:   1. *A genuine determining reason exists* 2. *The action is proportionate to the legitimate aims of the organisation*   Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Analysis. |