

**Tameside & Glossop Single Commissioning Function  
Equality Impact Assessment (EIA) Form**

<b>Subject / Title</b>	Disinvestment & Decommissioning Policy
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<b>Team</b>	<b>Department</b>	<b>Directorate</b>
Commissioning	Commissioning	Commissioning

<b>Start Date</b>	<b>Completion Date</b>
28 <sup>th</sup> June 2017	

<b>Project Lead Officer</b>	Alison Lewin
<b>Contract / Commissioning Manager</b>	Alison Lewin
<b>Assistant Director/ Director</b>	Clare Watson

<b>EIA Group (lead contact first)</b>	<b>Job title</b>	<b>Service</b>

**PART 1 – INITIAL SCREENING**

<b>1a.</b>	<b>What is the project, proposal or service / contract change?</b>	The aim of this Decommissioning and Disinvestment Policy is to provide a framework to guide Single Commission decision making with regard to significant service changes proposed by the Single Commission in order to deliver its priorities, within the financial resources available to it.
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1b.	<b>What are the main aims of the project, proposal or service / contract change?</b>	<p>The policy seeks to clarify the circumstances in which services may be decommissioned or disinvested from and describes the approach and processes that will be adopted to ensure decisions are fully informed and implemented effectively, following a safe, fair and transparent process. Decommissioning and disinvestment impacts on patients and therefore requires a formal process which provides an evidence trail and clear governance supporting any decisions.</p> <p>Full EIAs will be carried out for any proposal developed and taken through the processes outlined in this policy.</p>
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<b>1c. Will the project, proposal or service / contract change have either a direct or indirect impact on any groups of people with protected equality characteristics?</b>				
<b>Where a direct or indirect impact will occur as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.</b>				
Protected Characteristic	Direct Impact	Indirect Impact	Little / No Impact	Explanation
Age		✓		Proposals for disinvestment / decommissioning could impact specific age groups. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Disability		✓		Proposals for disinvestment / decommissioning could impact people with disabilities. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Ethnicity		✓		Proposals for disinvestment / decommissioning could impact specific ethnic groups. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Sex / Gender		✓		Proposals for disinvestment / decommissioning could impact specific gender groups. The demographics of people accessing current services will

				be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Religion or Belief		✓		Proposals for disinvestment / decommissioning could impact people of a specific religion / belief. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Sexual Orientation		✓		Proposals for disinvestment / decommissioning could impact people of a specific sexual orientation. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Gender Reassignment		✓		Proposals for disinvestment / decommissioning could impact people who have undergone gender reassignment. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Pregnancy & Maternity		✓		Proposals for disinvestment / decommissioning could impact people in this category. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Marriage & Civil Partnership		✓		Proposals for disinvestment / decommissioning could impact people in this protected characteristic group. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
<b>NHS Tameside &amp; Glossop Clinical Commissioning Group locally determined protected</b>				

groups?				
Mental Health		✓		Proposals for disinvestment / decommissioning could impact people with mental health needs. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB..
Carers		✓		Proposals for disinvestment / decommissioning could impact carers. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Military Veterans		✓		Proposals for disinvestment / decommissioning could impact military veterans. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.
Breast Feeding		✓		Proposals for disinvestment / decommissioning could impact people breastfeeding. The demographics of people accessing current services will be analysed fully as part of any project / proposal and prior to the presentation development of any proposed model to PRG and SCB.

**Are there any other groups who you feel may be impacted, directly or indirectly, by this project, proposal or service / contract change? (e.g. vulnerable residents, isolated residents, low income households)**

Group (please state)	Direct Impact	Indirect Impact	Little / No Impact	Explanation
n/a				

*Wherever a direct or indirect impact has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact is anticipated, this can be explored in more detail when undertaking a full EIA.*

1d.	Does the project, proposal or service / contract change require a full EIA?	Yes	No
			✓

<b>1e.</b>	<b>What are your reasons for the decision made at 1d?</b>	<p>Although there is the potential for any proposal taken through the disinvestment and decommissioning process to impact on protected characteristic groups, the reasons for not completing a full EIA at this stage are:</p> <ul style="list-style-type: none"> <li>- The detail of the EIA would be specific to the proposal to be addressed by the processes outlined in this policy</li> <li>- Each individual proposal presented to PRG/SCB using the Disinvestment and Decommissioning policy and process will be required to complete an EIA screening, and where appropriate a full EIA, prior to presentation to PRG and SCB. This is clearly stated in the policy</li> </ul>
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<b>Signature of Contract / Commissioning Manager</b>	<b>Date</b>
Alison Lewin	28 <sup>th</sup> June 2017
<b>Signature of Assistant Director / Director</b>	<b>Date</b>
Clare Watson	28 <sup>th</sup> June 2017