

**NHS Greater Glasgow and Clyde
Equality Impact Assessment Tool For Strategy, Policy and Plans**

Name of Strategy, Policy or Plan

West of Scotland - Radiography Out of Hours Framework

Please tick box to indicate if this is a : **Current Strategy, Policy or Plan** **New Strategy, Policy or Plan**

Brief description of the above: (Please include if this is part of a Board-wide Strategy, Policy or Plan or is locally determined).

- The Radiography Out of Hours Framework is a proposal to establish a consistent and equitable approach for the delivery of vital out of hours services for West of Scotland Boards. The proposals present an alternative to on call and standby working arrangements, and if endorsed and agreed, will potentially help achieve greater consistency in out of hours provision as well as supporting local negotiations in standardising employment terms and conditions.

Who is the lead reviewer and where based?

Anne MacPherson, Associate Director of Human Resources, Southern General Hospital.

**Please list the staff groupings of all those involved in carrying out this EQIA
(when non-NHS staff are involved please record their organisation or reason for inclusion):**

Associate Director of Human Resources (NHS Greater Glasgow and Clyde); Head of Human Resources, Diagnostics Directorate (NHS Greater Glasgow and Clyde); Head of Human Resources, Facilities Directorate (NHS Greater Glasgow and Clyde; Manager for Laboratories and Diagnostics (NHS Ayrshire and Arran); Society of Radiographers Representative; Equalities Programme Lead (NHS Greater Glasgow and Clyde); Equality and Diversity Assistant (NHS Greater Glasgow and Clyde).

Impact Assessment – Equality Categories

Equality Category	Positive Impact	Negative Impact
All	<ul style="list-style-type: none"> One of the objectives of the framework is to allow “flexibility in working patterns for Radiographers to enable staff to achieve a work life balance in line with PIN Guidelines”. (Section 3.1) The sample shift patterns were devised by radiographers The framework aims to ‘standardise employment 	<ul style="list-style-type: none"> There is no equality and diversity statement.

	<p>terms and conditions' (Section 2.1)</p> <ul style="list-style-type: none"> • The framework takes cognisance of The Working Times Directive. (Section 6). • Roadshows have been held to raise awareness of the framework. 	
<p>Gender</p>	<ul style="list-style-type: none"> • The Strategy has been developed in accordance with the Scottish Government Partnership Information Network (PIN) Guidelines, they have been produced by guideline development groups with membership drawn from management, trade unions, professional associations and human resource specialists. The aim of the PIN Guidelines is to achieve fair and consistent best practice standards for the management of staff across the NHS in Scotland. The Guidelines cover policies such as: <ul style="list-style-type: none"> ❖ Family Friendly Policies ❖ Dignity at Work ❖ Eliminating Bullying and Harassment from the Workplace ❖ Equal Opportunities Policies ❖ Facilities Arrangements ❖ Management of Employee Conduct ❖ Personal Development Planning and Review • Shift patterns would allow flexibility in work life balance and an element of self rostering maybe an option. • Potentially improved work conditions as a result of a new work system. • The Framework addresses Lone working issues. • Should improve the health and wellbeing of staff due to overall reduced working hours, current arrangement rely on locum Radiographers thus requiring the current radiographers to work night shifts and weekends. • Improvement of service to the public due to offering a flexible 24/7 service. 	<ul style="list-style-type: none"> • No comments regarding the male workforce. • Gender pronouns are used in the framework (Section 7.1)

Ethnicity	<ul style="list-style-type: none"> Flexible work patterns will take cognisance of cultural holidays and festivals for a diverse workforce. 	<ul style="list-style-type: none"> No negative impact identified.
Disability	<ul style="list-style-type: none"> The framework is available in other formats upon request. 	<ul style="list-style-type: none"> Some text is underlined and upper casing is used which is not suitable for people with visual impairments. (e.g. Section 18) Abbreviations should be expanded.
Sexual Orientation	<ul style="list-style-type: none"> See All box 	<ul style="list-style-type: none"> No negative impact identified.
Religion and belief	<ul style="list-style-type: none"> Flexible working patterns will take cognisance of religious festivals and holidays for a diverse workforce and still allow a full service to operate. 	<ul style="list-style-type: none"> No negative impact identified.
Age (Children/Young People/Older People)	<ul style="list-style-type: none"> See All box 	<ul style="list-style-type: none"> 35% of radiographers are over 45, but there is no further breakdown of age group.
Social Class/ Socio-Economic Status	<ul style="list-style-type: none"> Pay protection would apply for any current member of staff 'who experience a reduction in earnings as a result of changes to their working hours as part of the introduction at local level of this framework'. (Section 9.3) Consideration is given to those with care arrangements and a change in circumstances should the shift pattern not be appropriate for them. An opt out option is also available in these circumstances 	<ul style="list-style-type: none"> There is no equality and diversity statement.
Additional Marginalisation	<ul style="list-style-type: none"> Not Applicable 	<ul style="list-style-type: none"> No negative impact identified.

Actions to address negative impacts	Date for completion	Who is responsible?(initials)
Cross Cutting Actions		
Specific Actions <ul style="list-style-type: none"> • Make reference to the male workforce. • Remove gender pronouns • Amend the format of the framework to be visually friendly. • Consider introducing a glossary of terms for the abbreviations. • Include an equality and diversity statement. • Consider including a further breakdown of age group. • When each Health Board is developing their local implementation plans these will have to be impact assessed. 	30/03/09 11/03/09 30/03/09 30/03/09 30/03/09 01/04/09	KSandilands/SLeslie AMacPherson AMacPherson SLeslie SLeslie Board Leads

Ongoing Review. Please write the date when the policy and EQIA will be reviewed.

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Lead Reviewer: Name: Anne MaPherson
Sign Off: Job Title :Associate Director of Human Resources Acute Services
Signature
Date:

Please email copy of the completed EQIA form to irene.mackenzie@ggc.scot.nhs.uk

Irene Mackenzie, Corporate Information and Development Manager, Corporate Inequalities Team, NHS Greater Glasgow and Clyde, Dalian House, 350 St Vincent Street, Glasgow, G3 8YZ. Tel: 0141-201-49