

NHS Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board

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Document Control

Reviewers and Approvals

This document requires the following reviews and approvals:

Name	Version Approved	Date Approved
Information Governance Steering Group	V1.0	September 2022
Audit and Risk Committee Committee	V1.0	October 2022

Revision History

Version	Revision Date	Details of Changes	Author

Links or Overlaps with Other Key Documents and Policies

Document Title
Information Governance Policy Information Governance and Data Protection Policies BOB ICB
Records Management Policy Information Governance and Data Protection Policies BOB ICB
Information Governance Staff handbook Information Governance and Data Protection Policies BOB ICB
Disciplinary Procedure Policies (scwcsu.nhs.uk)

Acknowledgement of External Sources

Title / Author	Institution	Link
UK GDPR	ICO	Guide to the UK General Data Protection Regulation (UK GDPR) ICO
Data Protection Act 2018	HM Government	http://www.legislation.gov.uk/ukpga/2018/12/pdfs/ukpga_20180012_en.pdf
Access to Health Records 1990	HM Government	https://www.legislation.gov.uk/ukpga/1990/23/contents
Access to Medical Reports Act 1988	HM Government	https://www.legislation.gov.uk/ukpga/1988/28/contents
Human Rights Act 1998	HM Government	http://www.legislation.gov.uk/ukpga/1998/42/contents
Freedom of Information Act 2000	HM Government	http://www.legislation.gov.uk/ukpga/2000/36/contents

Regulation of Investigatory Powers Act 2000	HM Government	http://www.legislation.gov.uk/ukpga/2000/23/contents
Crime and Disorder Act 1998	HM Government	http://www.legislation.gov.uk/ukpga/1998/37/contents
Computer Misuse Act 1990	HM Government	https://www.legislation.gov.uk/ukpga/1990/18/contents
Criminal Justice and Immigration Act 2008	HM Government	http://www.legislation.gov.uk/ukpga/2008/4/contents
Health and Social Care Act 2012	HM Government	https://www.legislation.gov.uk/ukpga/2012/7/contents/enacted
Health and Social Care (Safety and Quality) Act 2015	HM Government	http://www.legislation.gov.uk/ukpga/2015/28/pdfs/ukpga_20150028_en.pdf
The Privacy and Electronic Communications (EC Directive) Regulations 2003	HM Government	http://www.legislation.gov.uk/uksi/2003/2426/contents/made

Freedom of Information

If requested, this document may be made available to the public and persons outside the healthcare community as part of the BOB ICB's commitment to transparency and compliance with the Freedom of Information Act.

Equality Analysis

The BOB ICB aims to design and implement services, policies and measures that are fair and equitable. As part of the development of this Policy its impact on staff, patients and the public have been reviewed in line with the ICB's legal equality duties.

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1. Introduction

The Buckinghamshire, Oxfordshire and Berkshire West Integrated Care Board (BOB ICB) has a legal obligation to comply with all appropriate legislation in respect of, Confidentiality, Data, Information and IT Security. It also has a duty to comply with guidance issued by NHS England, NHS Digital, the Information Commissioner's Office (ICO), Department of Health and other advisory groups to the NHS or professional bodies.

The ICO has the powers to impose fines or other penalties or corrective measures upon the ICB, and/or employees for non-compliance with relevant legislation and national guidance.

2. Scope and Definitions

This Confidentiality and Safe Haven Policy details how the ICB will meet its legal obligations and NHS requirements concerning confidentiality, information security standards and operates such procedures ensuring that confidential information sent to or from the ICB is handled in such a way as to minimise the risk of inappropriate access or disclosure.

For the purposes of this Policy, where Personal or Special Categories of Data is described, this will include data that is owed a duty of confidentiality under the Common Law.

Safe Haven

A 'Safe Haven' is a term used to explain either a secure physical location or the agreed set of administration arrangements that are in place within an organisation to ensure that patient or staff personal data is communicated safely and securely. It is a safeguard for personal data, which enters or leaves the organisation whatever the means.

All members of staff handling personal data, whether paper based or electronic, must adhere to the Safe Haven principles. The requirements within the Policy are primarily based upon the Data Protection Legislation covering security and confidentiality of personal data.

3. Processes/Requirements

Security & Confidentiality

All information relating to Personal Confidential Data (PCD), as defined in the 'Confidentiality: NHS Code of Practice', personal, commercially confidential or special categories of personal data and indeed any information that may be deemed confidential or 'sensitive', must be kept secure at all times. The ICB will ensure there are adequate policies and procedures in place to protect against unauthorised processing of information and against accidental loss, destruction and damage to this information.

Categories of Data

Personal Data (derived from the UK GDPR)	Any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical,
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	physiological, genetic, mental, economic, cultural or social identity of that natural person
'Special Categories' of Personal Data (derived from the UK GDPR)	'Special Categories' of Personal Data is different from Personal Data and consists of information relating to: <ul style="list-style-type: none"> • The racial or ethnic origin of the data subject • Their political opinions • Their religious beliefs or other beliefs of a similar nature • Whether a member of a trade union (within the meaning of the Trade Union and Labour Relations (Consolidation) Act 1998 • Genetic data • Biometric data for the purpose of uniquely identifying a natural person • Their physical or mental health or condition • Their sexual life
Personal Confidential Data	Personal and Special Categories of Personal Data owed a duty of confidentiality (under the common law). This term describes personal information about identified or identifiable individuals, which should be kept private or secret. The definition includes dead as well as living people and 'confidential' includes information 'given in confidence' and 'that which is owed a duty of confidence'. The term is used in the Caldicott 2 Review: Information: to share or not to share (published March 2013).
Commercially confidential Information	Business/Commercial information, including that subject to statutory or regulatory obligations, which may be damaging to the BOB ICB or a commercial partner if improperly accessed or shared. Also as defined in the Freedom of Information Act 2000 and the Environmental Information Regulations.

Where Safe Haven Procedures should be in Place

Safe haven procedures should be in place in any location where large amounts of personal or special categories of personal data is being received, held or communicated especially where the information is of a highly confidential nature.

Sending Personal or Special Categories of Personal Data

Always consider whether it is necessary to release Personal or Special Categories of Personal data and if data minimisation can achieve the desired outcome. Within the NHS, confidential data should always be addressed to the safe haven of the recipient's organisation using the appropriate security classification on their documentation as follows:

All information used by the BOB ICB is by definition 'OFFICIAL.'

OFFICIAL – SENSITIVE: COMMERCIAL

Definition - Commercial information, including that subject to statutory or regulatory obligations, which may be damaging to the ICB or a commercial partner if improperly accessed.

Or

OFFICIAL – SENSITIVE: PERSONAL

Definition - Personal information relating to an identifiable individual where inappropriate access could have damaging consequences

Database Management

The BOB ICB's Information Governance (IG) Team advise that all databases should form part of an Information Asset Register (IAR). A list of the organisations IAR's will be maintained by the BOB ICB's IG Teams but remain the responsibility of the individual team Information Asset Owner's (IAO's) in the ICB.

For the purposes of this Policy the term "Database" refers to a structured collection of records or data held electronically which contains personal or special categories of personal data, which has been provided in confidence or commercially confidential data. In the event that further guidance is needed in respect to what constitutes a database please contact the ICB's IG Team.

Disclosure of Information & Information Flows

It is important that information that identifies individuals (such as the general public and/or staff) should only be disclosed on a strict need to know basis with the appropriate relevant authorisation approved. Strict controls governing the disclosure of identifiable information is also a requirement of the Caldicott recommendations.

All disclosures or flows of data, either electronically or in hard copy, which contain personal, special categories of personal data, or commercially confidential information and indeed any information that may be deemed confidential or 'sensitive' must be included in the relevant IAR and Data Flow Mapping (DFM) tool.

Some disclosures and flows of data may occur because there is a statutory duty on the ICB to disclose e.g. a Court Order or because other legislation requires disclosure (staff tax returns or the pension's agency).

If any personal, commercially confidential or special categories of personal data need to be transported electronically via removable media devices (such as encrypted disc, encrypted USB memory stick etc.) or manually (for hard copy records) via courier or postal service, a Data Protection Impact Assessment (DPIA) should be considered and carried out where the security and confidentiality of this information is potentially at risk. For further guidance or advice please contact the ICB's IG Team.

Contracts between the ICB and third parties must include appropriate Data Protection and Confidentiality clauses.

The ICB is a 'Controller' either solely or jointly, as defined in the UK General Data Protection Regulation (UK GDPR), and uses 'Processors' or 'sub Processors'. All of whom are obliged to meet the requirements of the Data Protection Legislation and must be correctly identified in contracts and agreements with standard checks of evidence of compliance undertaken prior to contract terms being signed. Processors must only act in accordance with directions from the identified Controller.

Disclosure of Information outside the European Economic Area (EEA)

No personal, commercially confidential or special categories of personal data should be disclosed or transferred outside of the European Economic Area (EEA) to a country or territory which does not ensure an adequate level of protection unless certain exemptions apply or adequate protective measures are taken which are in accordance with those set out and stated in the Data Protection Legislation.

In the event that there is a need to process information outside of the EEA, the Data Protection Officer must be consulted prior to any agreement to transfer or process the information. A statutory Data Protection Impact Assessment (DPIA) must be

completed, reviewed and approved when considering any new processing of information in these circumstances.

The Legal Basis for sharing personal, commercially confidential or special categories of personal data

To ensure that data is shared appropriately, care must be taken to check that a clear basis in law is established that permits or obligates the sharing and appropriate authorisation to do so is in place. The completion of a DPIA is a statutory requirement when considering new processing including the sharing of Special Categories of personal data as defined in the UK GDPR.

It is important to consider how much data is required and ensure that the minimal amount necessary is disclosed.

Data can be disclosed when effectively anonymised/pseudonymised in line with legislative requirements and the ICO Anonymisation Code of Practice.

When the information is required by law or under a court order in situations such as the detection and prevention of serious crime, staff must discuss the matter with the relevant Data Protection Officer, who will provide advice and guidance and inform and obtain approval of the ICB's Caldicott Guardian for the disclosure.

Data can be disclosed in identifiable form, with the individual's explicit consent or the appropriate legal basis under the UK GDPR or support from NHS England who will apply for the necessary approval from the appropriate authority for example, the Confidentiality Advisory Group (CAG).

In potential safeguarding situations where it is decided that information should be shared according to the various duties placed on NHS organisations to protect vulnerable people, staff should contact their line manager and if necessary, discuss with the relevant Data Protection Officer, who will provide advice and guidance and in cases where a decision to share is not clear. Where necessary it may be prudent to inform and obtain approval of the appropriate Caldicott Guardian for the disclosure.

When necessary and agreed as part of the DPIA process, a Data Sharing, Data Processing or Transfer of Service Agreement must be completed before any data is transferred. The various agreements will set out any conditions for use and identify the secure method of transfer. For further information on Data Sharing Agreements contact the ICB's IG Team.

Care must be taken when transferring data to ensure that the method used is encrypted where necessary and is always secure. Staff must ensure that appropriate standards and safeguards are in place in respect of telephony enquiries, e-mails, faxes and post. See the IG Staff Handbook for guidance on the safe transfer of personal, commercially confidential or special categories of personal data.

It is Policy that emails containing any personal, commercially confidential or special categories of personal data should be sent using an NHS.net account. Therefore, staff emailing from @nhs.net accounts to another @nhs.net account, can be confident that the content of the message is encrypted and secure.

In circumstances where the receiving organisation does not hold a NHS.net account, the Encryption Guide for NHSmail must be followed to ensure all personal, commercially confidential or special categories of personal data sent outside of NHSmail is protected.

The service dictates you must use [secure] in square brackets in the subject line of your email. An encrypted email sent from an NHSmail address (ending @nhs.net) will contain a link to access the encrypted message.

Staff must ensure the NHSmail platform operates in accordance to the published guidance, policies and procedures to ensure appropriate and secure usage [NHS mail guidance](#).

Care must be taken to ensure confidential information is not entered in the subject header when sending an email. Please seek advice from the ICB's IG Team if required.

If information is required to be sent to a member of the public, using their non-secure email address, it is the responsibility of the member of staff to ensure that the member of public is provided with a clear explanation of the risks of using unsecure email addresses and consent should be obtained and recorded.

There are additional Acts of Parliament, listed below but not exhaustive, which governs the disclosure of personal and special categories of personal data. Some of these Acts make it a legal requirement to disclose and others that state that information cannot be disclosed.

- Public Health (Control of Diseases) Act 1984 & Public Health (Infectious Diseases) Regulations 1985
- Education Act 1944 (for immunisations and vaccinations to NHS Public Health England from schools)
- Births and Deaths Act 1984
- Police and Criminal Evidence Act 1984
- Human Fertilisation and Embryology (Disclosure of Information) Act 1992
- Venereal Diseases Act 1917 and Venereal Diseases Regulations of 1974 and 1992
- Abortion Act 1967
- The Adoption Act 1976
- Children Act 2004

In the event that a request for disclosure is made referencing any of these Acts the Data Protection Officer must be notified prior to any information being released.

Mobile and remote working

There will be times when staff may need to work from another location or work remotely. This means that these staff may need to carry ICB data and assets with them which could be or contain personal, commercially confidential or special categories of personal data e.g. on an encrypted laptop, encrypted USB stick or as paper documents.

When taking paper documents that contain confidential information outside of the normal office environment, approval should be obtained from your line manager and a risk assessment completed where there is the potential for data loss to occur.

When working away from ICB locations, staff must ensure that their working practices comply with ICB policies and procedures. Any removable media must be encrypted as per the NHS Encryption Guidance Standards.

Staff must not leave personal, commercially confidential or special categories of personal data unattended at any time and ensure that it is kept in a secure lockable place when working remotely.

Staff must minimise the amount of personal, commercially confidential or special categories of personal data that is taken away from ICB premises.

When in transit staff must ensure that any personal, commercially confidential or special categories of personal data is transported in a lockable container and secure manner, is kept out of sight whilst being transported (i.e. the boot of a car) and removed to a more secure location on arrival at their destination. Do not leave equipment or assets in a car.

Staff are responsible for ensuring that any data or assets taken home are kept secure and confidential. This means that other members of their family and/or their friends/colleagues must not be able to see the content or have any access to the data.

Staff must not forward any personal, commercially confidential or special categories of personal data via email to their home email account or store the data on a privately owned computer, storage device or other technology such as a cloud storage solution that is not provided by SCW CSU.

4. Staff Responsibilities

All staff have a legal duty of confidence to keep confidential data private and secure and not to divulge information accidentally. Staff may be held personally liable for a breach of confidence and must not:

- Talk about confidential matters in public places or where they can be overheard.
- Leave any assets containing personal, commercially confidential or special categories of personal data lying around unattended, this includes telephone messages, computer printouts, faxes and other documents, or
- Leave a computer logged on to a system where information can be accessed or viewed by another person without authority to view that information

Staff must not use someone else's password to gain access to data. Action of this kind will be viewed as a serious breach of confidentiality under the Computer Misuse Act 1990 and in breach of SCW CSU IT policies. This is a disciplinary offence and constitutes gross misconduct which may result in summary dismissal.

5. Confidentiality Audits

Good practice requires that all organisations that handle personal, commercially confidential or special categories of personal data put in place processes to highlight actual or potential breaches of security or confidentiality in their systems, and also procedures to evaluate the effectiveness of controls within these systems. This function will be co-ordinated by SCW CSU IT Services Team through a programme of audits. Regular audit for relevant systems should be scheduled. Confidentiality Audits will be undertaken at least annually by Data Custodians.

6. Roles and Responsibilities

The Director of Governance has overall responsibility for the Confidentiality and Safe Haven Policy within the ICB. Where there is a significant concern regarding the ability of the ICB to evidence its obligations to handle information confidentially or a breach has occurred the matter will be brought to the attention of the ICB's Information Governance Steering Group. The IG Managers are responsible for

reporting Information Governance risks and issues to the Information Governance Steering Group.

The Data Protection Officers will ensure that where an incident is likely to result in a risk to the rights and freedoms of Data Subjects the ICO is informed no later than 72 hours after the organisation becomes aware of the incident.

The day-to-day responsibilities for implementing this Policy will be devolved to the IAO's and DC's. In order that IAOs and DC's fulfil their roles, the ICB IG Team will support regular training to ensure they are aware of their responsibilities and the most effective way of ensuring adequate information security and confidentiality.

The ICB's Information Governance Management Framework and Strategy details the hierarchical structure in place that underpins and ensures good governance processes are adhered to within the organisation.

7. Training

Training requirements are detailed in the Information Governance Training Requirement Policy.

8. Contracts of Employment

Staff contracts of employment are produced and supported by SCW CSU Human Resources (HR) department. All contracts of employment include a clause on adherence to the data protection legislation and the common law duty of confidentiality. Agency and non-contract staff working on behalf of NHS are subject to the same rules which will be enforced and recorded through the use of a confidentiality agreement.

All employees will be made aware of their responsibilities in connection with the relevant legislations mentioned in this Policy through their Statement of Terms and Conditions, their information governance training, staff induction, the IG Staff Handbook and all relevant policies, procedures and guidance.

9. Disciplinary

A breach of the Data Protection Legislation requirements could result in a member of staff facing disciplinary action.

10. Abuse of Privilege

It is strictly forbidden for employees to knowingly browse, search for or look at any data relating to themselves, their own family, friends or other persons, without a legitimate purpose. Action of this kind will be viewed as a breach of confidentiality and the Data Protection Legislation.

Members of staff who would like exercise their 'right of access', as defined in the UK GDPR, for the personal data held by the BOB ICB or SCW can do so by submitting a subject access request.

11. Public sector equality duty- equality impact assessment

An Equality Impact Analysis (EIA) has been completed. No adverse impact or other significant issues were found. A copy of the EIA is attached at Appendix B.

12. Monitoring compliance and effectiveness

This Policy will be monitored by BOB ICB IG Team to ensure any legislative changes that occur before the review date are incorporated.

13. Review

This Policy will be reviewed every two years or more frequently if appropriate, to take into account changes to legislation that may occur, and/or guidance from NHS England, NHS Digital and the Information Commissioner or any relevant case law.

Appendix A: Confidentiality Agreement template

Confidentiality agreement – xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx

Document name	Confidentiality Agreement	
Date:	XX/XX/20XX	
Author	Information Governance Team, NHS South, Central and West CSU	
Version	2	

Confidentiality agreement for third party suppliers

Who are third parties covered by this agreement?

Third party suppliers granted access to xxxxxxxxxxxxxxxxxxxxxxx data and information in order to perform tasks as required by the ICB. They could include the following:

- Hardware and software maintenance and support staff (for all of the document)
- Organisations or staff employed under contract on an interim basis to process ICB information
- Cleaning, catering, security guards and other outsourced support services (for general contractor clause and form on back page)
- Auditors

General contractor clause

The Contractor undertakes:

- To treat as confidential all data which may be derived from or be obtained in the course of the contract or which may come into the possession of the contractor or an employee, servant or agent or sub-contractor of the contractor as a result or in connection with the contract; and
- To provide all necessary precautions to ensure that all such data is treated as confidential by the contractor, his employees, servants, agents or sub-contractors; and
- To ensure that they, their employees, servants, agents and sub-contractors are aware of the provisions of Data Protection Legislation and ISO/IEC 27001 and that any personal and special categories of personal data (held confidentially or otherwise) and commercially confidential information obtained from the ICB shall not be disclosed or used in any unlawful manner; and
- To indemnify the ICB against any loss arising under the Data Protection Legislation caused by any action, authorised or unauthorised, taken by himself, his employees, servants, agents or sub-contractors.

All employees, servants, agents and/or sub-contractors of the Contractor will be required to agree to and sign a confidentiality statement when they come to any of the ICB sites where they may see or have access to personal, commercially confidential or special categories of personal data.

Supplier Code of Practice

The following Code of Practice applies where access is obtained to ICB information for the fulfilment of a required service.

The access referred to in paragraph 1 above may include:-

- Access to data/information on ICB premises
- Access to data/information from a remote site
- Examination, testing and repair of media (e.g. fixed disc assemblies)
- Examination of software dumps

- Processing using ICB data/information

The Supplier must certify that their organisation is registered as appropriate with the Information Commissioners Office under the Data Protection Legislation and is competent to undertake the work proposed.

The Supplier must undertake not to transfer any personal, commercially confidential or special categories of personal data out of the European Economic Area (EEA) unless such a transfer has been agreed, registered and approved by the ICB and complies with the Information Commissioners guidance.

The work shall be done only by authorised employees, servants, or agents of the contractor who are aware of the requirements of the Data Protection Legislation and of their personal responsibilities under the Legislation to maintain the security of ICB data.

The data in the custody of the contractor shall be kept in an appropriately secure format and any transfer of such data, from one place to another, must be carried out by secure encrypted means. These places should be within the supplier's own organisation or an approved sub-contractor.

Data which can identify an individual of the ICB must only be transferred electronically if explicit consent has been given or appropriate legal basis to process has been established; the data is encrypted and previously agreed by the organisation. This is essential to ensure compliance with strict NHS controls surrounding the transfer of personal or special categories of personal data and compliance with the Data Protection Legislation. These rules also apply to any direct-dial access to a computer held database by the supplier or their agent.

The data must not be copied for any other purpose than that agreed by the supplier and the ICB.

Where personal, commercially confidential or special categories of personal data is recorded in any intelligible form, it shall either be returned to the ICB on completion of the work or disposed of by secure means and a certificate of secure disposal shall be issued by the organisation to the ICB. A system exit strategy must be put in place.

Where the contractor sub-contracts any work for the purposes of the contract delivery, the contractor shall require the sub-contractor to observe the standards set out in this agreement and must be authorised by the ICB.

The ICB shall, wherever practical, arrange for the equipment or software to be maintained, repaired or tested using dummy data that does not include the disclosure of any personal, commercially confidential or special categories of personal data.

The ICB reserves the right to audit the supplier's contractual responsibilities or to have those audits carried out by a third party.

The ICB will expect an escalation process for problem resolution relating to any breaches of security and/or confidentiality of data by the suppliers employee and/or any agents and/or sub-contractors.

Any security breaches made by the supplier's employees, agents or sub-contractors will immediately be reported to the designated lead and will be recorded and escalated to the Data Protection Officer, Caldicott Guardian and Senior Information Risk Owner.

Certification form:

Name of Supplier

Address of Supplier (prime contractor)

Telephone number

Email details

On behalf of the above organisation I certify as follows:

The organisation is appropriately registered with the Information Commissioners Office and is competent to undertake the work agreed in the contract agreed with the ICB. The organisation will abide by the requirements set out above for handling any personal, commercially confidential or special categories of personal data disclosed to my organisation during the performance of such contracts

Signature

Name of Individual

Position in Organisation

Date

Individual Agreement

This agreement outlines your personal responsibility concerning the security and confidentiality of ICB information (this includes personal and special categories of personal data (deemed confidential or otherwise) or Commercial/commercially confidential information).

During the course of your time within ICB buildings, you may acquire or have access to information which must not be disclosed to any other person unless in pursuit of your duties as detailed in the contract between the ICB and you/your employer. This condition applies during your time within the ICB and endures after that ceases.

As part of the contract, you may create or process documents and other information that will remain the property of the ICB at all times. Any use of any template or document originally created for ICB purposes will not be permitted after the contract ends unless this is agreed prior to this date or authorised post contract end date. This should be discussed with the person responsible for overseeing the activities you have undertaken whilst contracted to the ICB.

Confidential information includes all information relating to the business of the ICB and its patients and employees. The Data Protection Legislation regulates the use of all personal data and includes electronic and paper records of identifiable individuals (patients and staff). If you are found to have used any information you have seen, heard or been privy to whilst working within the ICB for any other purpose than that which it was shared with you both you and your employer may face legal action.

I understand that I am bound by a duty of confidentiality and agree to adhere to the conditions within the Contract between the organisations and my personal responsibilities to comply with the requirements of the Data Protection Legislation.

Name of Organisation:

Contract Details:

Print Name:

Signature:

Date:

Appendix B: Equality Impact Analysis

Equality Impact Analysis on the Confidentiality and Safe Haven Policy

1 What is it about? <i>Act 2010</i>	<i>Refer to the Equality</i>
a) Describe the proposal/Policy and the outcomes/benefits you are hoping to achieve The Confidentiality and Safe Haven Policy details how the ICB will meet its legal obligations and NHS requirements concerning confidentiality, information security standards and operates such procedures ensuring that confidential information sent to or from the ICB is handled in such a way as to minimise the risk of inappropriate access or disclosure. For the purposes of this Policy, where Personal or Special Categories of Data are described, this will include data that is owed a duty of confidentiality under the Common Law.	
b) Who is it for? All staff	
c) How will the proposal/Policy meet the equality duties? The Policy will have no adverse effect on equality duties as it considers the confidentiality of information to be of equal status across all groups of people.	
d) What are the barriers to meeting this potential? There are no barriers.	
2 Who is using it? <i>equality groups</i>	<i>Consider all</i>
a) Describe the current/proposed beneficiaries and include an equality profile if possible The Policy is applicable to all.	
b) How have you/can you involve your patients/service users in developing the proposal/Policy? Patients and service users have not been involved in developing the Policy as this is an operational Policy.	
c) Who is missing? Do you need to fill any gaps in your data? There are no gaps.	
3 Impact <i>equality groups</i>	<i>Consider how it affects different dimensions of equality and</i>
	Using the information from steps 1 & 2 above:
a) Does (or could) the proposal/Policy create an adverse impact for some groups or individuals? Is it clear what this is? It is not anticipated that any adverse impact will be created.	
b) What can be done to change this impact? If it can't be changed, how can this impact be mitigated or justified? This is not applicable.	
c) Does (or could) the proposal/Policy create a benefit for a particular group? Is it clear what this is? Can you maximise the benefits for other disadvantaged groups? This Policy is equal across all groups.	
d) Is further consultation needed? How will the assumptions made in this analysis be tested? No.	
4 So what (outcome of this EIA)? <i>planning process</i>	<i>Link to the business</i>
a) What changes have you made in the course of this EIA? None.	
b) What will you do now and what will be included in future planning? Not applicable.	
c) When will this EIA be reviewed? At Policy review.	
d) How will success be measured? No equality issues are created.	

Sign-off

Name of person leading this EIA: Angela Sumner angelasumner@nhs.net	Date completed: 08-06-18 Proposed EIA review date: 01-04-20
Signature of director/decision-maker Add signature Name of director/decision-maker Insert Name and Position	Date signed Insert date