

# EQUALITY IMPACT ASSESSMENT

**Care Group / Corporate Service:**

Doncaster, Rotherham and North Lincolnshire

**Name of Service/Title of Policy or Strategy, Name of Event:**

Admission, Transfer and Discharge from Inpatient Settings Policy

**Service:**

**Policy:**

**Event:**

**Strategy:**

**Equality Impact Assessment Undertaken by:**

Martina Clark, Head of Patient Flow

**Date undertaken:**

12/08/2022

## Questions

**1. What are the main aims and purposes of the Policy / Service / Event or Strategy?**

The aim of this policy is to provide a unified admission, transfer and discharge policy, identifying how the core components of effective practice are to be delivered across diverse services and geographical areas.

**2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)**

All Care Groups

**3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?**

Consultation process involving clinicians from all areas and specialists from Mental Health Act/Mental Capacity Act have been consulted

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Individual need and support implicit throughout the policy

**4. What positive impacts are there for this policy / service / event or strategy to better meet the needs of people with protected characteristics?**

This policy focusses on all regardless of protected characteristics

**5. What action would be needed to ensure the policy / service / event or strategy overcomes:**

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

The policy is inclusive of all

**6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:**

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
Equality and Diversity Training		Line Manager		At Induction and through mandatory training

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**7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Procedural Documents (Development and Management) Policy.**

**For services / events please include the following:**

- How the equality impact of the service will be monitored  
This will be monitored via the patient experience including complaints. PALS and monitoring of admission documentation and in staff meetings
- Frequency of monitoring  
Bi monthly or monthly
- How the monitoring results will be used and where they will be published;
- Who will be responsible for reviewing monitoring results and initiating further action where required  
Head of Patient Safety, Head of Quality, Nurse Managers
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?  
None required
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.  
None Required

**Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.**

Yes  No

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

**Name:**

Martina Clark

**Designation:**

Head of Patient Flow

**Signature:**

*Martina Clark*

**Date:**

12/08/2022