

## EQUALITY IMPACT ASSESSMENT

**Business Division/Directorate:**

Workforce and Organisational Learning and Development

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

Bariatric Policy (Care of the Bariatric Patient)

**Service:** ☐

**Policy:** ☒

**Event:** ☐

**Strategy:** ☐

**Equality Impact Assessment Undertaken by:**

Rachel Benton

**Date undertaken:**

15/01/21

### Questions

#### 1. What are the main aims and purposes of the Service?

To minimise associated manual handling risks to both the Bariatric patient and clinical staff members by providing clear guidance to clinical staff.

This policy will provide clinical staff with the necessary information to make arrangements that will ensure safe systems of work are in place, and to ensure high quality care can be delivered to the Bariatric patient through means of through risk assessment, care planning and specialist equipment.

#### 2. Who is involved in delivering the service? (i.e. partnerships, stakeholders or agencies)

Clinical Services and Manual Handling Team  
Finance Dept  
Rental Services

#### 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 service?

Existing policy in place.

Referrals from the trust's services to the manual handling team for advice.

Any issues would be identified through patient feedback such as Complaints, PALS and Your Opinion Counts forms as well as staff reported incident forms. This information would be reviewed by the Manual Handling Team and used to inform future policy reviews.

Please use the following table to indicate the impact for the policy for the protected characteristics

| Protected Characteristics      | Positive Impact                     | Negative Impact          | Reasons for Impact  |
|--------------------------------|-------------------------------------|--------------------------|---|
| Age                            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of age.  |
| Disability                     | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of disability.   |
| Gender reassignment            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of gender.   |
| Marriage and civil partnership | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of relationships.  |
| Pregnancy and maternity        | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of maternity.  |
| Race                           | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of race.   |
| Religion or belief             | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of religion or belief.   |
| Sex                            | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of gender.   |
| Sexual Orientation             | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach regardless of sexual orientation.   |
| Disadvantaged groups           | <input checked="" type="checkbox"/> | <input type="checkbox"/> | This policy is consistent in its approach, however the Bariatric patient may be disadvantaged if equipment is not in place. |

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

Positive enablement factor across all protected characteristics.

**5. What action would be needed to ensure the service 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.

None

**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)  |
|--|--|--|----------------------|---------------------------|
| HR and OD  | Identify resources and funding required  | To be nominated  | 1 year               | Equipment<br>Rental Costs |
| Audit of facilities  | Identify privacy/dignity in single sex accommodation.                                | Discuss with clinical audit                            | 1 year               |                           |
| Health, Safety and Security forum  | For reporting and monitoring   | Manual Handling Trainer                                | 1 year (and ongoing) |                           |
| Learning and Development Practice Development Day for Manual Handling Key Trainer/Managers | Training time to be allocated over and above trainer's update<br><br>Update managers | Manual Handling Trainer<br><br>Manual Handling Trainer | 1 year               |                           |

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

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

- How the equality impact of the service will be monitored  
Same monitoring process as presently in this policy
- Frequency of monitoring  
.Same monitoring process as presently in this policy
- How the monitoring results will be used and where they will be published.  
Same monitoring process as presently in this policy
- Who will be responsible for reviewing monitoring results and initiating further action where required?  
Same monitoring process as presently in this policy
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?  
Same monitoring process as presently in this policy
- Any action points should be included in Business Division/Corporate action plans, with monitoring and review processes.

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

Yes

No X ☐

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

**Name:**

Rachel Benton

**Designation:**

Manual Handling Trainer

**Signature:**

R Benton

**Date:**

15/01/21