

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

This policy is applicable to all adult mental health services (including older adults) and learning disability services, including Amber Lodge within The Trust, and to all staff working in those services

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

Care Programme Approach Policy

Service:

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Policy:

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Event:

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Strategy:

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Equality Impact Assessment Undertaken by:

David Smith

Date undertaken:

27/04/2022

Questions

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

This policy sets out how clinical assessment, care planning, review, transfer and discharge processes should be carried out according to best practice, within (but not limited to) the context of the CPA.

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

This policy is applicable to all adult mental health services (including older adults), learning disability and forensic services within The Trust, and to all staff working in those 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 policy / service / event or strategy?

The CPA should be used in secondary and tertiary mental healthcare to assess, plan, review and coordinate the range of treatment, care and support needs of those people in contact with secondary mental health services who have complex needs. CPA should include active involvement of and engagement with the patient at the heart of the process and focus on reducing distress and promoting social inclusion and recovery.

The key principles of the CPA are applicable to all patients, even those who require only a uni-disciplinary intervention. All people receiving services have the right to a thorough assessment of their needs, the development of a care plan and a review of that care with the professionals involved in their care. This is good professional practice.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

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

The process of assessment and care planning as detailed in the CPA policy is designed to be inclusive and to consider each patient's individual needs resulting in a personalised approach.

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 process of CPA is designed to overcome such factors.

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)

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
- Frequency of monitoring
- 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
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
- Any action points should be included in Care Group / 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 ☒

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

Name:

David Smith

Designation:

Head of Information Quality

Signature:

DHSmith

Date:

28/04/2022