

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Service:

Children's Care Group

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

Assessment and Care of Children and Young People with Mental Health Needs, who are placed in an Acute General Hospital Ward 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:

Barbara Symonds Nurse consultant

Date undertaken:

03/02/2022

Questions

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

The purpose of this policy is to clearly set out best practice guidance and CAMHS requirements for the assessment and care of children and young people who are admitted to an acute general hospital ward with mental health needs.

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 for CAMHS staff working.

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 policy is specific to the under 18 years of age. Its purpose is to support the admission of these young people to a general acute hospital ward environment.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients under the age of 18 years

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of disability
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of gender reassignment
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of marriage and civil partnership
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of pregnancy and maternity
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of race
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of religion or belief
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of sex
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of sexual orientation
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of disadvantaged groups

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

The Policy overarches process to enable assurance and response, by monitoring, support, review and collaboration of CAMHS and general hospital staff. This policy is Trustwide and consistent, therefore applicable to the diverse needs of people, some of whom may have protected characteristics. The policy supports the provision of care in an appropriate environment.

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.

Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH) believes in fairness, equality and above all values diversity in all aspects of its work.

It recognises that to deliver good equality practice and to provide equal opportunity for everyone, equality and diversity must be embedded within our day to day running of Trust as a whole.

Making sure that this is at the heart of the organisation is essential to enable the Trust to successfully fulfil its role and duties to the patients it treats, and as an employer.

It is important that the Trust ensures the needs of patients / service users, visitors and staff are met when designing and delivering its services irrespective of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The Trust is committed to building a valued workforce which reflects the wide diversity of the community it serves, enabling it to deliver the best possible health services to the community.

It has a clear commitment within The Workforce Strategy to develop and promote a culture within the Trust, which is diverse, where individual differences are valued and respected and to further develop a workforce which reflects the community it serves. The Trust also aims to ensure that it employs and develops a healthcare workforce that is diverse, non-discriminatory and appropriate to deliver modern healthcare. Valuing the differences of each team member is a fundamental component of the Trust. It enables its staff to create respectful work environments, build enthusiastic teams, and better understand patients / service users' changing needs.

It is the responsibility of each and every one of us as members of the public, service users or staff to proactively promote equality and value diversity. It is everyone's responsibility to eliminate discrimination and to work to ensure the people of Doncaster, Rotherham and North Lincolnshire receive the very highest standard of service.

In this way the Trust is able to deliver quality care and services while giving service users the opportunity to reach their full potential.

Equality is not about treating everyone the same; it is about ensuring that access to opportunities are available to all by taking account of people's differing needs and capabilities.

Diversity is about recognising and valuing differences through inclusion, regardless of age, disability, gender, racial origin, religion, belief, sexual orientation, commitments outside of work, part-time or shift work, language, union activity, HIV status, perspectives, opinions and person value

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	On commencement of post and as	

			per mandatory training	

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
There may be an occasion where a focussed approach to assessing the equality impact of the service is required and therefore this may be via Survey Monkey, Clinical Audit, Your Opinion Counts (YOC) and complaints and compliments are considered.
- Frequency of monitoring
Where a mode of assessing the equality impact of the service is agreed, frequency would be determined pending the results of that process.
- How the monitoring results will be used and where they will be published;
Results would be utilised to identify service/Care group deficiencies and consequently to improve service delivery and customer satisfaction. Results of all formal process undertaken would be presented at the Clinical Quality Group and also to Care Groups as Lessons Learned or Best Practice.
- Who will be responsible for reviewing monitoring results and initiating further action where required
Refer to the prior section. The Clinical Quality Group would discuss outcomes from any formal monitoring process and recommendations made where required. These would be monitored via Care Group meetings, Team Meetings, Operational Management Meetings.
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
None noted
- 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:

Barbara Symonds

Designation:

Nurse Consultant

Signature:

Barbara Symonds

Date:

03/02/2022