

## EQUALITY IMPACT ASSESSMENT

**Care Group/Corporate Service:**

Trust wide

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

Chaperoning Policy

**Service:** ☐

**Policy:** ☒

**Event:** ☐

**Strategy:** ☐

**Equality Impact Assessment Undertaken by:**

Barbara Symonds, Nurse Consultant

**Date undertaken:**

18<sup>th</sup> August 2022

### Questions

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

The purpose of this policy is to raise staff awareness for the use of chaperones and provides the procedure to follow for the protection of both patient/service user and healthcare professional.

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

All Trust staff.

#### 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?

Ashford and St Peter's Hospital NHS Foundation Trust Chaperoning Guidelines for Clinical Staff January 2012

Department of Health, September 2004 Committee of Inquiry – Independent investigation into how the NHS handled allegations about the conduct of Clifford Ayling

General Medical Council (GMC) (2013) Intimate examinations and chaperones

Nursing & Midwifery Council (2018c) Chaperoning N&MC, London

*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 to the

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			management of patients discusses adults and children and those with Gillick competence
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, with the patient being given choices around who they wish to have as a chaperone
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 service to better meet the needs of people with protected characteristics?**

Nothing additional

**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

No current impact

**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)
None				

**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  
Through review of services and policy review
- Frequency of monitoring  
3 yearly
- How the monitoring results will be used and where they will be published;  
In review of policy
- Who will be responsible for reviewing monitoring results and initiating further action where required  
Policy reviewer
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?  
Including in policy
- Any action points should be included in Corporate action plans, with monitoring and review processes

None

**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:**

B. Symonds

**Date:**

18<sup>th</sup> August 2022