

## EQUALITY IMPACT ASSESSMENT

**Care Group / Corporate Services:**

Nursing and Quality

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

Clinical Audit Policy

**Service:**

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**Policy:**

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**Event:**

☐

**Strategy:**

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**Equality Impact Assessment Undertaken by:**

Ian Appleyard (Head of Quality, Compliance and Assurance)

**Date undertaken:**

01/12/2021

### Questions

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

The purpose of this policy is to set out the Trust's arrangements and processes for ensuring that all clinical audits are undertaken, completed and reported on in a systematic manner that is implemented and monitored.

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

This policy applies to all clinical staff that, in the course of their work are expected to contribute to clinical audit as a means of reviewing and improving patient care and their own practice and to any non-clinical staff involved in the clinical audit process.

#### 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?

NICE (2002) Principles for Best Practice in Clinical Audit

Healthcare Quality Improvement Partnership (2010) Clinical Audit: A simple guide for NHS Boards and Partners

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 has due regard for age
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to disability
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to gender reassignment
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to marriage and civil partnerships
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to pregnancy and maternity
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to race.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to religion and belief
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to sex.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to sexual orientation
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy has due regard to disadvantaged groups

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

The nature of the subject enables Trustwide review of quality standards applicable to diverse needs of people of which some may be those with 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.

As previously. Additionally the nature of the Clinical audit process and this policy allows the Trust to proactively measure against quality and standards across diverse service delivery. The audit process allows ongoing opportunity to measure and identify compliance and effectiveness and where applicable escalate any highlighted concerns that may have been identified throughout the audit process.

**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 occasion for some aspects of an audit via audit criteria to consider equality impact for example for those with protected characteristics. The audit policy describes a prescriptive audit process and therefore the requirement is that the audit process is undertaken as described without exception.
- Frequency of monitoring  
N/A
- 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 Services 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:**

Ian Appleyard

**Designation:**

Head of Quality, Compliance and Assurance

**Signature:**

**Date:**

01/12/21