

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

People and Organisational Development

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

Clinical Skills Policy

Equality Impact Assessment Undertaken by:

Nikki Wilkinson and Annette Wood

Service:

Policy:

Event:

Strategy:

Date undertaken:

19/01/2023

Questions

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

The purpose of this policy is to standardise competency and practice in respect of clinical procedures across the Trust by all staff and support the quality assurance process within the central clinical skills team. This will ensure that any training or packages created are approved, implemented and reviewed by the Clinical Skills Team, and all competency assessments are conducted using the Clinical Skills Assessment Training (CAST).

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

This is an overarching policy covering the most commonly used procedures, but cannot cover every procedure which may be required. In these situations, guidance should be sought from appropriate clinical experts.

The policy applies to all managers with responsibilities derived from it, and all clinical staff, including bank, agency and temporary staff who may provide clinical care.

The Clinical Skills Assessment Training (CAST) tool and handbook should be read in conjunction with this policy as required. Training to use this tool is provided by the central Clinical Skills Team or by staff who have attended a train the trainer course.

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?

Other Learning and development related policies. Evaluations/feedback following training.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent regardless of a person's

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>age.</p> <p>Services and premises in which training is delivered meet accessibility requirements.</p> <p>This policy is consistent regardless of a person's disability. The Trust recognises the need for a diverse workforce and offers support for staff who are non-abled bodied, who have long-term health conditions and hidden disabilities. We would encourage Managers and staff to utilise the Health Passport to enable these discussions and identify any reasonable adjustments that can be made to enhance the work environment. If the staff member is feeling isolated, the Manager could suggest attending the DAWN staff network together or individually.</p>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Training is available for staff throughout the Trust and information is also available on the Equality, Diversity and Inclusion Intranet pages.</p> <p>The policy is consistent in its approach regardless of Gender and the Trust will support staff who have already, or are transitioning. If the staff member is feeling isolated, the Manager could suggest attending the LGBTQ+ Staff Network either together</p>

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			or individually.
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Training applies irrespective of marital status and the policy is consistent in its approach regardless of marital status.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach, and supervision gives the staff member an opportunity to discuss appropriate working conditions and relevant risk assessments.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Use of interpreters as per Trust policy for colleagues whose first language is not English. Information is available in other languages on request.</p> <p>This policy is consistent in its approach regardless of race. Managers ensure that BAME staff members are offered Risk Assessments during the COVID pandemic, Managers may also suggest attending the BAME staff network.</p>
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>This policy is consistent in its approach to religion and belief. Some staff may observe religious holidays or prayer times, consideration of this to be discussed in supervision and mutually agreed around service requirements.</p> <p>The Spiritual Care Team are available for support and guidance.</p>

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sex.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of a person's sexual orientation. The LGBTQ+ staff network is open to all staff / managers.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of a person's social status.

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

Supports knowledge and skills assurance in the workplace. Training builds on experience of staff. The policy will enable trainees to contact the trainers so that we can offer reasonable adjustments and put these in place prior to training commencing to promote a positive learning 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.

Responding to evaluation/feedback. Regular review of training packages in view of feedback received.

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)
Any concerns will be addressed via feedback to L&D		CCST	Following each training session	nil
Equality and diversity training and knowledge of the protected		Preceptor Placement Learning team	3 years	

characteristics		MAST Lead Head of Learning & Development		
-----------------	--	---	--	--

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
Feedback from RDaSH staff
- Frequency of monitoring
Ongoing
- How the monitoring results will be used and where they will be published;
Used to improve training quality - discussed in supervision
- Who will be responsible for reviewing monitoring results and initiating further action where required
Subject Specialists
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
No
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.
No

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:

Nikki Wilkinson & Annette Wood

Designation:

Deputy Manager - Learning and Development Team & Clinical Skills Facilitator

Signature:

N.Wilkinson & A.Wood

Date:

19/01/2023