

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Health Informatics

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

Clinical Coding Policy

Equality Impact Assessment Undertaken by:

Karen Samuels-Hannan

Service:

Policy:

Event:

Strategy:

Date undertaken:

23/05/2023

## Questions

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

To provide a framework to support the application of centralised clinical coding in adherence to the International Classification of Diseases 10th Revision (ICD-10), the Office of Population Censuses and Surveys 4th Revision (OPCS4) and the NHS Digital National Clinical Coding Standards.

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

RDASH staff cited under 'Responsibilities, Accountabilities and Duties' section and externally sourced Clinical coder.

### 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?

ICD-10, has been devised by the World Health Organisation (WHO) and its codes, which cover all reasons for patients' admissions to hospital, and are widely used internationally. ICD-10 is the foundation for the identification of health trends and statistics globally. The application of ICD-10 has no discriminatory relevance as this relates to diagnosis only, regardless of any protected characteristics.

The codes included in the OPCS4, cover all operative procedures and interventions that patients have undergone during their hospital stay. These codes are used in the United Kingdom only. The application of OPCS4 has no discriminatory relevance as this relates to procedures only, regardless of any protected characteristics.

<b>Protected Characteristics</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Reasons for Impact</b>
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of age.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of disability
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of gender/gender reassignment.
<b>Marriage and civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of marriage/civil partnership status.
<b>Pregnancy and maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of pregnancy/maternity status.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of race
<b>Religion or belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of religion or belief.
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of sex.
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			based on diagnosis and procedures regardless of sexual orientation.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Application of clinical coding is completed based on diagnosis and procedures regardless of disadvantaged group status.

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

This policy has a neutral impact on people with protected characteristics.

**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.

None

**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)
No further action	The application of clinical coding has no discriminatory relevance			

**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  
This EIA will be repeated in line with the policy review date.
- Frequency of monitoring

Every 3 years in line with the review of the policy.

- How the monitoring results will be used and where they will be published;  
Reviewed by the Information Governance Group and Data Quality Process Improvement Group in line with the policy review date and noted in minutes of meetings.
- Who will be responsible for reviewing monitoring results and initiating further action where required  
Information Governance Group and Data Quality and Process Improvement Group
- 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.  
n/a

**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:**

Karen Samuels-Hannan

**Designation:**

Information Quality Officer

**Signature:**

Karen Samuels-Hannan

**Date:**

23/05/2023