

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

All Care Groups

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

Continence Manual

Equality Impact Assessment Undertaken by:

Donna Atkinson

Service:

Policy:

Event:

Strategy:

Date undertaken:

25/1/22

Questions

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

This policy applies in all areas where patients are nursed or cared for including patients in their own homes, community continence clinics, community hospital environments, intermediate care and day care facilities. It has been designed to provide staff with best practice guidelines for the promotion of continence and the management of incontinence

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

This policy applies to those members of staff that are involved in direct or indirect patient care role, employed by RDaSH and for whom RDaSH has a legal responsibility. For those staff covered by a letter of authority/honorary contract this policy is also applicable whilst undertaking duties on behalf of RDaSH or working on RDaSH premises and forms part of their arrangements with RDaSH. RDaSH recognises that primary care practitioners who wish to use and implement this policy. As part of good employment practice, agency workers are also asked to abide by the RDaSH Policies and procedures, as appropriate, to ensure their health, safety and welfare whilst undertaking work for RDaSH.

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?

Department of Health (2000) Good Practice in Continence Services. London, HMSO

Department of Health (2001a) National Service Framework for Older People. London, HMSO

Department of Health (2001b) Medicines and Older People. Implementing medicines related aspects of the NSF for Older People. London, Department of Health

National Institute of Clinical Excellence - Infection Control: Preventing Healthcare Associated Infection in primary and community care (2012)

National Institute of Clinical Excellence – Urinary Incontinence. The Management of Urinary Incontinence In Women. (2015)

National Institute of Clinical Excellence – Lower Urinary Tract Symptoms in Men (2 National Institute of Clinical Excellence – Faecal Incontinence. The Management of Faecal In continence in Adults (2007)

National Institute of Clinical Excellence – Guidance on the Management of Irritable Bowel Syndrome in Adults (2015)

National Institute of Clinical Excellence – Nocturnal Enuresis. The Management of Nocturnal Enuresis in Children and Young Adults (2010)

NHS England – Excellence in Continence Care Framework (2018)

Nursing and Midwifery Council (updated 2018) The Code

RCN – Catheter Care, RCN Guidance for Health Care Professionals (2019)

Please complete the following table in reference to the impact checklist, your own consultations and impact research suggestions.

Protected Characteristics	Positive Impact	Neutral Impact	Negative Impact	Evidence for Impact
Age	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Possible barriers impacting on explanation of procedures and consent Acceptance for need for a continence assessment An individual assessment will be performed by the Continence Nurse/Sister. The patient should be given a full explanation of the need for a continence assessment
Disability	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Possible barriers impacting on explanation of procedures and consent An individual assessment completed by be the Continence Nurse/Sister. The patient should be given a full explanation of the need for a continence assessment
Gender reassignment	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Transgender Awareness Workshops are available of staff to attend Training is available for staff through the Trust Equality and Diversity website
Marriage and civil	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Marital status is recorded on

Please complete the following table in reference to the impact checklist, your own consultations and impact research suggestions.

Protected Characteristics	Positive Impact	Neutral Impact	Negative Impact	Evidence for Impact
partnership				initial assessment
Pregnancy and maternity	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Healthy bladder and bowel advice and pelvic floor excises Pre and post natal may be discussed with expectant mothers by midwives. Referrals into continence clinic may be offered postnatal
Race	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Possible barriers impacting on explanation of procedures and consent. Interpreting service available via telephone contact or one to one Culturally sensitive to the availability of male/female staff Race is recorded on initial assessment
Religion or belief	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Religion and belief is recorded on initial assessment
Sex	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If indicated by service user of family/advocate specific male or female staff could be available
Sexual Orientation	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	If indicated by service user of family/advocate specific male or female staff could be available
Disadvantaged groups	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Community services. Outreach, 24 hour care through Crises teams Access to the Trust Equality and Diversity website offering information on inequalities
Carers	x <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Possible barriers impacting on explanation of procedures and consent Acceptance for need for a continence assessment An individual assessment will be performed by the Continence Nurse/Sister. The patient/carer should be given a full explanation of the need for a continence assessment

4. What positive impacts are there for this policy / service / event or strategy to better

meet the needs of people with protected characteristics?

Existing measures in place regarding language barriers (interpreter service available via telephone contact or one to one). Patient information leaflets available in different languages. Individualised care plans address education of patients/carers/family and consent.

If there are no negative impacts skip to point 7.

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.

6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised.

Impact identified	Action required/explanation if none taken	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
Mandatory Equality and Diversity Up-dates		Team Leaders/Ward Managers	3 yearly	

7. What arrangements are going to be made to monitor and review the adverse impact in the future?

How the equality impact of the service/event/policy/strategy will be monitored	Incident reports
Frequency of monitoring	Every 2 years prior to policy being reviewed
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?	No
Any action points should be included in Care Group / Corporate action plans, with monitoring	

and review processes.

8. Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.

Yes No x

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

Name of lead:

Donna Atkinson

Head of service:

Christopher Eastwood

Designation:

Team Leader

Signature:

Signature:



Date:

08/2/22

Additional information and guidance can be found [here](#).

Once completed and signed by your head of service if it's a policy please send a copy to please send to the Policy Review Panel, or anything else to the Equality Workstream.