

# EQUALITY IMPACT ASSESSMENT

**Care Group / Corporate Services:**

Rotherham, Doncaster and North Lincolnshire care groups

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

Dysphagia Management Policy

**Service:**☐**Policy:**☒**Event:**☐**Strategy:**☐**Equality Impact Assessment Undertaken by:**

Rachel Bowes

**Date undertaken:**

04/01/2023

## Questions

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

To assist staff in identifying patients with Dysphagia and associated risks and ensuring appropriate management of the identified dysphagia needs.

This policy has been reviewed.

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

Speech and Language Therapy teams and dysphagia trained practitioners

Board of Directors

Inpatient Services Managers

Inpatient Services Clinical Staff

All staff in clinical areas where food and/or fluids are provided

**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?**

The policy is for the care of adults, there is recognition of conditions and events that may lead to the patient requiring the care that this policy considers.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Eating, drinking and swallowing difficulties can occur at any age and can affect people

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			throughout their lifespan. This policy covers services for people aged 18 and over and for those undergoing transition from child to adult services. The service does not exclude people on the basis of their age apart from where there are other specialist services more appropriate to their needs (i.e. paediatric SALT service).
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is likely to have a positive impact on people with Learning Disability as our service provides a specialist service for people with LD and we work closely with other disciplines to provide an integrated, holistic approach. People with physical or sensory disabilities are not excluded from our services. Eating and drinking needs are considered within a social model of disability.
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is unlikely to negatively impact on these groups. People who are male, female, transgender would not be excluded from the service or treated adversely.
<b>Marriage and civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is unlikely to negatively impact on individuals who are married or in a civil partnership. They would not be excluded from the service due to this.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
<b>Pregnancy and maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is unlikely to negatively impact on individuals who are pregnant or new mothers. They would not be excluded from the service or treated adversely.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is unlikely to negatively impact on people of a particular race or ethnicity. People would not be excluded from the service or treated adversely for reasons of race or ethnicity. Staff are mindful of different beliefs for example around health and disability, food and drink preferences and linguistic differences.
<b>Religion or belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is unlikely to negatively impact on someone because of their religion or beliefs. A person would not be excluded from the service due to their religion or beliefs. Staff are mindful of different beliefs for example around health and disability, food and drink preferences.
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	People would not be excluded from the service or treated adversely on grounds of gender.
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	People would not be excluded from the service or treated adversely on grounds of sexual orientation or type of relationship they are

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			in.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	People would not be excluded from the service due to being part of a disadvantaged group in society.

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

All individuals with protected characteristics have equal access to services for their dysphagia needs.

**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.

All individuals have equal access to services for their dysphagia needs. individuals would be signposted to the appropriate teams for support.

**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)
n/a				

**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  
Trust audit
- Frequency of monitoring  
annually
- How the monitoring results will be used and where they will be published;  
clinical audit list

- Who will be responsible for reviewing monitoring results and initiating further action where required  
Clinical audit team
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?  
n/a
- 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:**

Rachel Bowes

**Designation:**

Clinical Team lead, Speech and Language Therapist,  
Doncaster, Physical Health services

**Signature:**

R Bowes

**Date:**

04/01/2023