

EQUALITY IMPACT ASSESSMENT

Care Group/Corporate Service:

Adult Mental Health

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

Drug Misuse on Trust Premises policy

Equality Impact Assessment Undertaken by:

Kreshma Robinson

Service:

Policy:

Event:

Strategy:

Date undertaken:

11th January 2021

Questions

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

The trust has a duty of care to patients and an obligation to provide a safe working environment for their employees. Section 8 of the Misuse of Drugs Act also places an obligation on any manager of premises to discourage and take action to prevent drug related activities occurring.

The purpose of this document is to provide clear guidance on the action to take when there is suspicion or evidence of an unknown/illicit substance being possessed used, or found on Trust premises.

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

All Trust staff have a duty to follow the guidance in this policy, as outlined, when discovering and disposing of illicit/unknown substances. Particular duties are aligned to managers, inpatient nursing staff and pharmacy staff.

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?

As per NICE (2007) guidance 'Drug misuse in over 16s: psychosocial interventions', staff are responsible for routinely asking patients about recent legal and illicit drug use. This should also include asking patients if they want their families and carers involved in their treatment plan when discussing abstinence-oriented, maintenance-oriented and harm-reduction interventions.

This may also have an impact on patients and/or visitors with long term conditions whereby controlled drugs may be/ have been prescribed. Controlled drugs are defined by the Misuse of Drugs Act 1971 and regulated by the Misuse of Drugs Regulations 2001 (with associated amendments). Due to the nature of these drugs legislation dictates how they are to be prescribed, ordered and stored and all Trust guidance on controlled drugs is written in line with this legislation. This is found in 'Safe and Secure Handling of Medicines Policy'. There is also 'Destruction of Controlled Drugs and Unknown Substances by

Pharmacy Services Staff- Standard Operating Procedure' if this is needed to be activated for disposal of unknown substances.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person age characteristic.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person disability characteristic
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person gender reassignment characteristic
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person marriage and civil partnership characteristic
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person pregnancy and maternity characteristic
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person race characteristic
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person religion or belief characteristic
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person sex characteristic
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of person sexual orientation characteristic
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless Of disadvantaged groups characteristic

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

The trust has a duty of care to patients and an obligation to provide a safe working environment for their employees.

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.

Any failure to meet the needs of patients with any of the protected characteristics will need to be considered as part of the MDT review and any necessary steps taken to prevent reoccurrence through individual care planning. In regards to visitors, where the Equality Impact Assessment identifies negative impact of the policy remedial action will be taken.

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	Induction and Mandatory Training	

7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Procedural Documents (Development and Management) Policy.

For services/events please include the following:

- How the equality impact of the service will be monitored
Incident reporting system- IR1
- Frequency of monitoring
After any incident.
- 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
Modern Matrons/Managers
- 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 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

[Redacted area]

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

Name:

Kreshma Robinson

Designation:

Clinical Lead

Signature:

[Redacted signature area]

Date:

11/01/2021

[Redacted date area]