

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Service:

Trust wide

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

Eliminating Mixed Sex Accommodation and Maintaining Privacy, Dignity and Respect

Service:

Policy:

Event:

Strategy:

Equality Impact Assessment Undertaken by:

Kate Baxendale, Nurse Consultant Safeguarding

Date undertaken:

14/8/2019

## Questions

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

To ensure that patients receive care and treatment in a way which ensures their dignity and privacy are respected

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

Modern Matrons

### 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?

Reporting through IR1 is part of the policy where a breach is considered, there is an audit undertaken as a result of each IR1

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Research identifies the risk to transgender, transsexual

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			individuals and the policy aims to ensure that any individual admitted onto a mental health unit receives the care and support they need in relation to the gender to which they themselves identifies with
<b>Marriage and civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics
<b>Pregnancy and maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics
<b>Religion or belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy does not discriminate against any individual and respects their protected characteristics
<b>Disadvantaged groups</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy does not discriminate against any individual and respects their protected characteristics

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

The policy is designed to support staff in ensuring that patients receive care and treatment which promotes their Human Rights and in accordance with the NHS Constitution

**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.

It is important that staff report each incident so that it can be explored to ensure practice does not result in an individual being placed in an inappropriate environment

**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)
Discuss at Modern Matron meeting		Kate Baxendale	September 2019	
Matrons to share policy at team meetings		Modern Matrons		

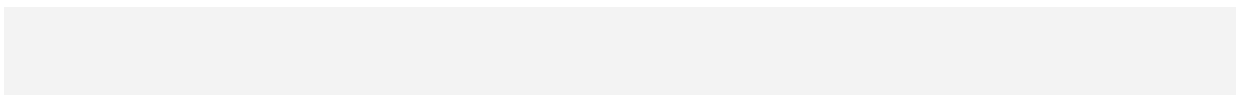
**7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Procedural Documents (Development and Management) Policy.**

**For services / events please include the following:**

- How the equality impact of the service will be monitored  
IR1 reporting and subsequent audit
- Frequency of monitoring  
Each occasion
- How the monitoring results will be used and where they will be published;  
Published on dashboard each quarter
- Who will be responsible for reviewing monitoring results and initiating further action where required  
Kate Baxendale and Modern Matrons
- 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.  
As above

**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:**

Kate Baxendale

**Designation:**

Nurse Consultant Safeguarding

**Signature:**

A handwritten signature in black ink, appearing to read 'K Baxendale', written on a light grey background.

**Date:**

14/8/2019