EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Service:	**Service:** ☐
Nursing and Quality	**Policy:** ☒
Name of Service/Title of Policy or Strategy, Name of Event:	**Event:** ☐
Medical Devices Management Policy	**Strategy:** ☐
Equality Impact Assessment Undertaken by:	**Date undertaken:**
Claire Jackson, Medical Devices & Projects Officer	12/10/22

Questions

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

To support the effective implementation of the Trust's Risk Management Strategy by setting out the arrangements for minimising the risks associated with the use of medical devices, including selection, purchasing, acceptance, deployment, training, monitoring, traceability, maintenance, storage, decontamination, repair and disposal in accordance with legislation and published guidance.

To support the provision of personalised care through the use of medical devices in a way that has regard to the dignity, comfort and safety of patients and promotes their independence, using best interest provisions where required

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

The Board of Directors and Chief Executive have responsibility for medical devices management through nominated Directors, with clear lines of accountability throughout the Trust. The Lead Director for medical devices is the Director of Nursing & Quality. The Head of Patient Safety has day to day responsibility for medical devices. The Responsible Trust Committee is the Medical Devices Advisory Group which reports to the Quality Committee. Individual staff members have accountability for their own actions and following Trust policy.

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?**

Any issues would be identified through patient feedback such as Complaints, PALS and Your Opinion Counts forms as well as staff reported incident forms. This information would be reviewed by the Medical Devices Advisory Group and used to inform future policy reviews.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	☒	☐	This policy does not discriminate against anyone because of their age
Disability	☒	☐	This policy does not discriminate against anyone because of their disability
Gender reassignment	☒	☐	This policy does not discriminate against anyone because of their gender
Marriage and civil partnership	☒	☐	This policy does not discriminate against anyone because of their marital status
Pregnancy and maternity	☒	☐	This policy does not discriminate against anyone because of their pregnancy or anything related to maternity issues
Race	☒	☐	This policy does not discriminate against anyone because of their race
Religion or belief	☒	☐	This policy does not discriminate against anyone because of their religion or belief
Sex	☒	☐	This policy does not discriminate against anyone because of their sex
Sexual Orientation	☒	☐	This policy does not discriminate against anyone because of their sexual orientation
Disadvantaged groups	☒	☐	This policy does not discriminate against anyone from a disadvantaged group

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

Medical devices should be used in a manner which has regard to the dignity, comfort and safety of the patient and promotes their independence. This will be achieved by:

• Actively listening to patients' preferences and thoughts wherever possible about the equipment they need and how it is used. Religious belief will be respected regarding consent to use medical devices. If devices are advised which will result in a running cost to the patient e.g. electrical equipment, but the individual does not want to/is unable to fund the running costs, alternative equipment/care will be determined. It must be recorded in the patient notes if consent is not given for the use of medical devices.

• Supporting the patient to understand how and why the equipment is being used. This includes ensuring that information about medical devices will be provided in a format to meet the patient/carer's individual requirements.

• Taking care in the way colleagues use the equipment to make sure the patient is comfortable and safe. Individual requirements such as pregnancy will be taken into consideration if relevant when issuing any medical devices.

• Using the equipment in a way that ensures the person's privacy and dignity.

• Taking account of the training needs of patients with regard to any equipment they are given to use themselves.

• Using best interest provisions where appropriate (refer to Mental Capacity Act Policy).

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.

Each instance would have to be appraised on a case by case basis, but it is the expectation of the Trust that staff would take all appropriate measures to ensure there are no negative impacts on the patient/carer. For example, if instructions were not available in a particular language, a translator could be used. Any negative impacts will be monitored via Complaints/PALS/Your Opinion Counts and incident reporting.

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	Mandatory for all	Line Managers		

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
  Medical Device incidents and update, medical device alerts, clinical audit.
- Frequency of monitoring
  Ranging from monthly/quarterly/6 monthly
- How the monitoring results will be used and where they will be published;
  Medical Devices Advisory Group, Care Group Directors, Quality Committee
- Who will be responsible for reviewing monitoring results and initiating further action where required

Head of Patient Safety

- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?

  None required

- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.

  None

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:	
Claire Jackson	
Designation:	
Medical Devices & Projects Officer	
Signature:	**Date:**
	12/10/22