

## EQUALITY IMPACT ASSESSMENT

**Business Division/Directorate:**

All RDaSH Care Groups / clinical services

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

Patient Falls Policy and Manual (Prevention and Management)

**Equality Impact Assessment Undertaken by:**

Jackie Gelder

**Service:**

**Policy:**

**Event:**

**Strategy:**

**Date undertaken:**

29/03/2023

### Questions

#### 1. What are the main aims and purposes of the Policy?

The Trust aims to ensure that falls risks, falls and harm from falls for patients is reduced to the lowest level possible by following the guidance contained within this policy

The purpose of this policy is to:

- To ensure an integrated multi-professional approach is adopted for the care and management of patients who are at risk of falling or have fallen .
- Set out the arrangements for managing risks to patients associated with slips, trips and falls.
- Raise awareness amongst staff about the need for risk identification, assessment, risk management, post fall interventions and incident reporting.
- Raise awareness amongst clinical staff with particular regard to service users who are in 'high risk groups'
- Reduce the risk of falls by carrying out multi-factorial falls assessment; thus recognising factors leading to falls and implementing appropriate interventions for prevention and mitigation of injury when a likelihood of falling is present.
- Raise awareness of environmental issues which lead to patient slips, trips and falls
  - Emphasize the importance of staff being suitably training in the management and prevention of falls and learning lessons from falls incidents.

#### 2. Who is involved in delivering the Policy? (i.e., partnerships, stakeholders or agencies)

The purpose of this policy is to reduce and minimise the risk of patient falls and to ensure that patients at risk of falls or who have had a fall are assessed and managed according to best practice.

All RDaSH clinical staff work in line with the policy; its oversight and management is governed via the Trusts executive team and governance systems (which includes a Trust-wide Falls strategic group)

#### 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 service?**

The Policy is in line with NICE guidelines and associated guidance related to other aspects of falls prevention; all NICE guidelines are evidenced base and draw on a wide range of health and social care research and demographic data. The NICE guidelines do identify higher risk groups/ aspects in terms of falls and make some specific recommendations in relation to these (these higher risk groups/ aspects include: age, physical health and medical conditions, medication effects and side effects; sensory conditions and impairments; mobility factors; environmental factors and others). It may be that some people within the protected characteristics groups are at increased risk of being in these higher falls risk groups

*Please use the following table to indicate the impact for the policy for the protected characteristics*

<b>Protected Characteristics</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>Reasons for Impact</b>
<b>Age</b>	X	<input type="checkbox"/>	Age related factors can increase risk of falls; the policy therefore takes this and other factors which can increase risk into account
<b>Disability</b>	X	<input type="checkbox"/>	Disability related factors can increase risk of falls; the policy therefore takes this and other factors which can increase risk into account
<b>Gender reassignment</b>	X	<input type="checkbox"/>	
<b>Marriage and civil partnership</b>	X	<input type="checkbox"/>	
<b>Pregnancy and maternity</b>	X	<input type="checkbox"/>	
<b>Race</b>	X	<input type="checkbox"/>	
<b>Religion or belief</b>	X	<input type="checkbox"/>	
<b>Sex</b>	X	<input type="checkbox"/>	
<b>Sexual Orientation</b>	X	<input type="checkbox"/>	
<b>Disadvantaged groups</b>	X	<input type="checkbox"/>	It is acknowledged that some disadvantaged groups may be at higher risk of socio-economic difficulties and other social determinants of health and well-being; consequently due to such inequalities they may also be in higher risk groups for falls (for example experiencing increased incidence of health and mobility problems). The policy therefore takes these and other factors which can increase risk into account

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

This policy has positive impacts on people with regard to falls prevention regardless of whether or not they have protected characteristics

**5. What action would be needed to ensure the policy 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.

None, this policy is applicable to all patients regardless of any protected characteristics or difference.

**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)
Staff to attend equality and diversity training		Service managers	In line with training matrix for individual staff members	none

**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
- Frequency of monitoring
- 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?
- Any action points should be included in Business Division / 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 X      No

The Policy will go out for consultation prior to being finalised.

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

**Name:**

Jackie Gelder

**Designation:**

Trust Professional Lead for Physiotherapy and Strategic Falls Lead

**Signature:**



**Date:**

29/03/23