

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Trust-wide

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

Physical Health Policy

Equality Impact Assessment Undertaken by:

Sunil Mehta

Service:

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Policy:

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Event:

☐

Strategy:

☐

Date undertaken:

29/09/2020

Questions

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

This policy is being updated and is incorporating the physical assessment and examination policy.

The purpose of this Trust Policy is to improve the physical health and well-being of mental health and learning disability patients and reduce health inequalities wherever possible through:

- a consistent approach to inpatient physical assessment and examination,
- a consistent approach to the assessment of physical health for community patients based on national guidance and evidence and
- promoting timely access to expert advice and specialist services when specific conditions are already established or identified in the course of assessment.

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

Refer to sections 3 and 4 of the 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?

The information informing this policy is derived from the following guidance:

- Department of Health. (2008). Refocusing the Care Programme Approach: Policy and Positive Practice Guidance. London: Department of Health.
- Heslop, P., Blair, P., Fleming, P., Hoghton, M., Marriott, A. and Russ, L. (2013). Confidential Inquiry into premature deaths of people with learning disabilities (CIPOLD) [online]. Bristol: Norah Fry Research Centre.
- National Institute for Health and Care Excellence (2015a) Bipolar disorder in adults Quality

standard [QS95].

- National Institute for Health and Care Excellence (2015b) Psychosis and schizophrenia in adults Quality standard [QS80].
- National Institute for Health and Care Excellence (2015c) Bipolar disorder, psychosis and schizophrenia in children and young people Quality standard [QS102].
- NHS England. (2016). The Five Year Forward View for Mental Health – report from the Mental Health Taskforce [online]. Leeds: NHS Mental Health Taskforce.
- NHS England. (2018). Improving physical healthcare for people living with severe mental illness (SMI) in primary care: guidance for CCGs [online]. London: National Health Service England.
- Royal College of Psychiatrists. (2017). Standards for Inpatient Mental Health Services. 2nd edition [online].

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Screening tailored to groups for improved screening for physical health risks and conditions/presentation that are affected by age.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increasing the opportunity for screening and intervention in groups with increased risks of morbidity and mortality and reduced access to other services
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Physical assessment and examination offered to all patients in scope regardless of gender.
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Screening and interventions offered to all regardless of marital status.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Physical health assessments aim to improve physical health outcomes.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Enables more tailored physical health care and screening, e.g. certain physical health conditions have a higher incidence in certain races
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			in its approach regardless of religion or belief
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sex
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sexual orientation
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Increased screening and intervention opportunity in groups at higher risk of health inequalities

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

Equality of physical and mental health. Better coordinated care. Enables physical health care intervention opportunities and access to care that may be subject to discrimination and stigmatisation in other settings.

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.

None identified.

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)
None applicable				

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 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 ☒

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

Name:

Sunil Mehta

Designation:

Deputy Medical Director

Signature:

Sunil Mehta

Date:

29/09/2020