

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Service:

All Care Groups

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

Requesting a Change of Lead Clinician Policy

Service:

Policy:

Event:

Strategy:

Equality Impact Assessment Undertaken by:

Graeme Tosh, Deputy Medical Director

Date undertaken:

21/10/21

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

This policy will be applied equally to all patients.

2. What action would be needed to ensure the policy / service / event or strategy overcomes:

Questions

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

To set out the Trust procedure for dealing with a patient request for a change of lead clinician.

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

All Trust Clinical Staff and Managers

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?

Mental Capacity Act 2005 Patient experience in adult NHS services: improving the experience of care for people using adult NHS services, NICE Clinical guideline [CG138], February 2012

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient

			Advice and Liaison Service or professional advocate
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policy requirement to have accessible information 'Each clinical area should include the right of the patient to request a change of lead clinician in any service literature they have in place. 5.4 advice on ' if the Patient lacks capacity' and Patient Advice and Liaison Service (PALS) or professional advocate
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient Advice and Liaison Service or professional advocate
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient Advice and Liaison Service or professional advocate
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient Advice and Liaison Service or professional advocate
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Policy requirement to have accessible information Each clinical area should include the right of the patient to request a change of lead clinician in any service literature they have in place
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient Advice and Liaison Service or professional advocate
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient Advice and Liaison Service or professional advocate
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient Advice and Liaison Service or professional advocate
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Advice for all staff re: Patient Advice and Liaison Service or professional advocate

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

N/A - This is not a service

5. What action would be needed to ensure the service 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

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)

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
N/A -Not a service or event
- Frequency of monitoring
- N/A -Not a service or event
- How the monitoring results will be used and where they will be published.
- N/A -Not a service or event
- Who will be responsible for reviewing monitoring results and initiating further action where required?
- N/A -Not a service or event
- Any changes that have been made to remove or reduce any negative impacts because of conducting the equality impact assessment?
- N/A -Not a service or event

- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.
- N/A -Not a service or event

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:

Graeme Tosh

Designation:

Deputy Medical Director

Signature:



Date:

21/10/21