

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

All

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

Safe and Secure Handling of Medicines Policy Manual

Equality Impact Assessment Undertaken by:

Andrew Houston, Senior Pharmacist

Service:

Policy:

Event:

Strategy:

Date undertaken:

27/06/2023

## Questions

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

The purpose of the manual is to set out the standards for medicines management across the Trust Footprint

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

All RDaSH staff including volunteers and sub contractors.

**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?**

NHS England Care Act 2014

Mental Capacity Act 2005/ Deprivation of Liberty Safeguards 2007 South Yorkshire Principles

North Lincolnshire Safeguarding multi agency policy

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of age
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of disability
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			in its approach to the management of patients regardless of gender reassignment
<b>Marriage and civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of marriage and civil partnership
<b>Pregnancy and maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of pregnancy and maternity
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of race
<b>Religion or belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of religion or belief
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of sex
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of sexual orientation
<b>Disadvantaged groups</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of disadvantage groups

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

The Manual sets out standards to allow person centred care taking into account any protected characteristics they may have

**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.

Rotherham Doncaster and South Humber NHS Foundation Trust (RDaSH) believes in fairness, equality and above all values diversity in all aspects of its work.

It recognises that to deliver good equality practice and to provide equal opportunity for everyone, equality and diversity must be embedded within our day to day running of Trust as a whole. Making sure that this is at the heart of the organisation is essential to enable the Trust to successfully fulfil its role and duties to the patients it treats, and as an employer.

It is important that the Trust ensures the needs of patients / service users, visitors and staff are met when designing and delivering its services irrespective of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

The Trust is committed to building a valued workforce which reflects the wide diversity of the community it serves, enabling it to deliver the best possible safeguarding services .

It has a clear commitment within The Workforce Strategy to develop and promote a culture within the Trust, which is diverse, where individual differences are valued and respected and to further develop a workforce which reflects the community it serves. The Trust also aims to ensure that it employs and develops a healthcare workforce that is diverse, non-discriminatory and appropriate to deliver modern healthcare. Valuing the differences of each team member is a fundamental component of the Trust. It enables its staff to create respectful work environments, build enthusiastic teams, and better understand patients / service users' changing needs.

It is the responsibility of each and every one of us as members of the public, service users or staff to proactively promote equality and value diversity. It is everyone's responsibility to eliminate discrimination and to work to ensure the people of Doncaster, Rotherham and North Lincolnshire receive the very highest standard of service.

In this way the Trust is able to deliver quality care and services while giving service users the opportunity to reach their full potential.

Equality is not about treating everyone the same; it is about ensuring that access to opportunities are available to all by taking account of people's differing needs and capabilities.

Diversity is about recognising and valuing differences through inclusion, regardless of age, disability, gender, racial origin, religion, belief, sexual orientation, commitments outside of work, part-time or shift work, language, union activity, HIV status, perspectives, opinions and person value

**6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:**

<b>Options for action</b>	<b>Explanation if no further action is required</b>	<b>Lead responsible for overseeing actions</b>	<b>Timescales</b>	<b>Costs (where applicable)</b>

**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  
Via staff survey, Survey Monkey, Clinical Audit, Your Opinion Counts (YOC) and complaints and compliments are considered.
- Frequency of monitoring  
6 monthly
- How the monitoring results will be used and where they will be published;  
Via Medicines Management Committee
- Who will be responsible for reviewing monitoring results and initiating further action where required  
Chief Pharmacist
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?  
N/A
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.  
N/A

**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:**

Andrew Houston

**Designation:**

Senior Pharmacist

**Signature:**

A Houston

**Date:**

27/06/2023