

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Doncaster Learning Disability

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

Prevention of Scalding and Drowning

Equality Impact Assessment Undertaken by:

Gail Smedley

Service:

Policy:

Event:

Strategy:

Date undertaken:

12/04/2021

## Questions

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

The purpose of this policy is to raise staff awareness of the risks of scalding and drowning to vulnerable people in in-patient and/or residential areas and the arrangements and procedures in place to minimise those risks.

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

In-patient or staff in residential setting and estate staff within the Trust.

### 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?

Health and Safety Executive 2012 Scalding risks from hot water in health and social care. Independent review into issues that may have contributed to the preventable death of Connor Sparrowhawk 2015.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	care plan / easy read information available
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
maternity			
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	easy read information available
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	wishes of people for same sex staff can be accomodated.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	transgender
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

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

Prevention of scalding and drowning policy appendix 2 - checklist

**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.

n/a

**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 & Diversity training		Line Manager	3 yearly	mandatory training
Local Induction		Line Manager	on commencement of post	

**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  
Through documentation please see appendix 1 and 2
- Frequency of monitoring  
weekly
- How the monitoring results will be used and where they will be published;  
documentation to be completed and acted upon if there are any issues.
- Who will be responsible for reviewing monitoring results and initiating further action where required  
Ward managers
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?  
toilet signage to be made non gender specific
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.  
To review on a quartley basis unless required sooner.

**Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.**

Yes  No

Some individuals that were asked to comment have not made comments so presume they feel the documentation is correct as it stands.

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

**Name:**

Gail Smedley

**Designation:**

Community Nurse

**Signature:**

**Date:**

12/04/2021