

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Trust Wide

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

Searching of a Person (Patients and Visitors) or their Property Policy

Service:

☐

Policy:

☒

Event:

☐

Strategy:

☐

Equality Impact Assessment Undertaken by:

Sally Maddison

Date undertaken:

23.04.21

Questions

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

This policy details the law and legislation in relation to searching a patient and visitors. It provides step by step direction for staff that has concerns that a patient or visitor is concealing a dangerous or restricted item. The procedure details how to undertake searches and how to record this process. The policy outlines how Trust staff carry out a search while they ensure that they maintain an individual's safety, privacy and dignity.

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

This policy applies to all clinical staff in In-Patient and Residential Services, including Nurses, Occupational Therapy and Medical staff, where there is an identified need to have assurance of security.

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 guidance within this procedure is based on the best practice standards within the Code of Practice 2015, NICE and PACE. During policy development all aspects have been considered in relation to the protected characteristics; providing guidance and direction for staff implementing the policy. The review has sought opinions and direction from a range of staff, and groups.

Please complete the following table in reference to the impact checklist, your own consultations and impact research suggestions.

Protected Characteristics	Positive Impact	Neutral Impact	Negative Impact	Evidence for Impact
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Please complete the following table in reference to the impact checklist, your own consultations and impact research suggestions.

Protected Characteristics	Positive Impact	Neutral Impact	Negative Impact	Evidence for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is nothing in this procedure which will directly discriminate against someone who falls within this protected characteristic, however a person under the age of 18 may not be searched without agreement from the MDT.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is nothing in this procedure which will directly discriminate against someone with a disability
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Full consideration has been given to ensure a respectful approach to all patients giving careful consideration of an individuals gender identity. However there will be occasions where urgent searches are required to be undertaken
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is nothing in this procedure which will directly discriminate against someone who falls within this protected characteristic. <input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is nothing in this procedure which will directly discriminate against someone who falls within this protected characteristic. <input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There is nothing in this procedure which will directly discriminate against someone who falls within this protected characteristic.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above
Disadvantaged	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	As above

Please complete the following table in reference to the impact checklist, your own consultations and impact research suggestions.

Protected Characteristics	Positive Impact	Neutral Impact	Negative Impact	Evidence for Impact
groups				
Carers	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	As above

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

The procedure is clear that any patient who is to be searched is to have their dignity, safety and well-being protected.

Be provided with care and support both during and following a search.

Be cared for and searched in a suitable environment which maintains their dignity.

Is to have their care provided in a consistent way. ☐

If there are no negative impacts skip to point 7.

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.

Any failure to meet the needs of patients with any of the protected characteristics will need to be considered as part of the MDT review and any necessary steps taken to prevent reoccurrence through individual care planning. ☐

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

Impact identified	Action required/explanation if none taken	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
None				

7. What arrangements are going to be made to monitor and review the adverse impact in the future?

How the equality impact of the service/event/policy/strategy 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.	

8. 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 of lead:

Sally Maddison

Head of service:

Designation:

Service Manager

Signature:

Signature:



Date:

Once completed and signed by your head of service if it's a policy please send a copy to please send to the Policy Review Panel, or anything else to the Equality Workstream.