

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Trust wide

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

Seclusion and Segregation Policy

Service:

Policy:

Event:

Strategy:

Equality Impact Assessment Undertaken by:

Helen Moran, Mental Health Act Manager

Date undertaken:

28.07.2023

## Questions

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

The purpose of the policy is to clearly set out both the Mental Health Act Code of Practice (2015) and Trust requirements for the use of seclusion and segregation within the Trust services.

The outcome of these requirements being to:

- Maintain the safety and wellbeing of the patient
- Provide care and support to the patient, both during and following an episode of seclusion or segregation
- Provide a suitable environment for the use of seclusion and segregation which maintains the dignity of the patient
- Provide a consistent approach to the use of seclusion and segregation

In addition to this the policy also details:

- The roles and responsibilities of staff in the use of seclusion and segregation
- The requirements for the recording, monitoring and reviewing any episodes of seclusion and segregation
- What training is available to staff in relation to the use of seclusion and segregation
- Provide a consistent approach in the use of seclusion and segregation

### 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 any clinical staff who during the course of their work may be involved in the use of seclusion or long term segregation of a patient.

Within the Trust seclusion facilities are only in use on:

Kingfisher Ward, PICU, Rotherham

Skelbrooke Ward, PICU, Doncaster

Mulberry House, Adult Mental Health Inpatient Ward

Amber Lodge, Low Secure Unit

The Trust does not support the use of seclusion in any other areas of 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?**

Seclusion is a protective measure, which should not have any punitive or disciplinary implications. Nor should it be used in association with a behaviour modification programme or as time out. Seclusion should not be used for patients who are:

- Self harming
- Suicide Risk
- Under the influence of alcohol or illicit drugs
- Sustained recent head injury
- Elderly and frail

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

<b>Protected Characteristics</b>	<b>Positive Impact</b>	<b>Neutral Impact</b>	<b>Negative Impact</b>	<b>Evidence for Impact</b>
<b>Age</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of age.
<b>Disability</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of disability, risk assessments are carried out and reasonable adjustments made where necessary and noted and reviewed in the care plan.
<b>Gender reassignment</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of gender, detailed care plans will note any personal preferences and reasonable adjustments made where appropriate whilst upholding privacy and dignity rights.
<b>Marriage and civil partnership</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of marital status
<b>Pregnancy and maternity</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach and risk assessments are carried out as per Trust policy for staff and patients
<b>Race</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of Race
<b>Religion or belief</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of religion or belief, Chaplaincy services are

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
				available for staff and patients and patient's wishes will be noted within the Care Plan.
<b>Sex</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sex, personal preferences will be noted with the patients care plan and privacy and dignity upheld
<b>Sexual Orientation</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of a persons sexual orientation
<b>Disadvantaged groups</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of a patients social standing.
<b>Carers</b>	X <input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of a patients carers.

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

The designated review processes including an external MDT review of the seclusion process.

*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.

No additional requirements

**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:**

Helen Moran

**Head of service:**

**Designation:**

MHA Manager

**Signature:**

**Signature:**

Helen Moran

**Date:**

28.07.2023

Additional information and guidance can be found [here](#).

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.