

EQUALITY IMPACT ASSESSMENT

Care Group/Directorate:

Trust Wide

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

Patient and Visitor Harm Reduction / Smoke Free Policy

Equality Impact Assessment Undertaken by:

Martin Lever

Service:

Policy:

Event:

Strategy:

Date undertaken:

30/9/2020

Questions

1. What are the main aims and purposes of the Service?

The purpose of this policy is to raise clinical staff awareness, and set out the responsibilities of Trust staff to ensure compliance relating to the legislation on smoke free environments. This will:

- Enable all staff, patients and visitors to the Trust premises to benefit from a sensible approach to a smoke-free environment
- Protect patients, visitors, staff and others from potential health risks associated with second hand smoke inhalation whilst on Trust premises.
- Protect staff from exposure to smoke when making home visits.
- Provide opportunities and support to patients and visitors who wish to give up smoking
- Support inpatient smokers to help them cope and comply with increased restrictions or to stop smoking by providing free nicotine replacement and behavioural support
- Give authority to staff as part of implementing this policy to carry out random, routine or dedicated searches aimed at maintaining a smoke-free environment. This means that all patients with unescorted access (including informal patients) will on return to the ward may be subject to a rub down search at nurse in charge discretion. Please refer to the Policy and Procedure for the Searching of a Person (Patients and Visitors) or their Property
- Identify and minimise fire risks within Trust premises.

In addition this policy seeks to:

- Comply with Health Act 2006
 - Comply with the Smoke Free regulations which commenced on 1st July 2007
 - Comply with Health & Safety at Work Act 1974 • Observe the right of everyone to breathe in air free from tobacco smoke
 - Raise awareness of the hazards associated with exposure to tobacco smoke
 - Take account of the needs of those patients who choose to smoke and to support those who wish to stop
 - Provide a safe and healthy working environment and protect the current and future health of staff, patients and visitors
- To reduce health inequalities associated with tobacco use
 - To reduce discomfort associated with withdrawal symptoms
 - To improve the quality and effectiveness of tobacco treatment within the Trust

2. Who is involved in delivering the service? (i.e., partnerships, stakeholders or agencies)

All Trust staff .

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 service?

The policy improvements are primarily designed to level out the significant health inequalities associated with our patient groups.

Please use the following table to indicate the impact for the policy for the protected characteristics

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure. Through improved screening of patients we are aiming to increase the early identification of potential risk factors which can impact on morbidity and mortality.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure.
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure. In relation to pregnant women it will also offer protection to the unborn child from exposure to second hand smoke.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There is nothing in this policy which will disadvantage anyone on the basis of this protected characteristic. This also includes protecting none smokers from the effects of second hand exposure.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There is nothing in this policy which will disadvantage anyone on the basis of this protected charecteristic.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is in place to promote healthy lifestyle choices for patients and minimise the known harmful effects of smoking. This also includes protecting none smokers from the effects of second hand exposure. Policy amendments will ensure that Improved dependency assessments on admission and by ward staff that aim to reduce health inequalities by providing effective treatments for niche tobacco products, most commonly used by BAME groups.

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

The policy follows the current best practise in relation to harm minimisation for smokers.

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.

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 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 the monitoring of IR1s which are completed in relation to none compliance with the smoke free policy.
- Frequency of monitoring
To be agreed with the Care Groups.
- How the monitoring results will be used and where they will be published;
Patient Safety Dashboards.
- Who will be responsible for reviewing monitoring results and initiating further action where required
The Trust lead for smoke free implementation in conjunction with Care Groups.
- 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 Business Division / Corporate action plans, with monitoring and review processes.

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:

Martin Lever

Designation:

Health Improvement Manager, RDaSH QUIT Programme

Signature:

Martin Lever

Date:

30/9/2020