

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Health Informatics

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

Supportive Therapeutic Observation Policy

Equality Impact Assessment Undertaken by:

David Smith / Steven Taylor

Service:

Policy:

Event:

Strategy:

Date undertaken:

14/3/23

## Questions

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

- provide a clear approach for employees initiating, performing, and reviewing supportive therapeutic observation practice.
- Ensure supportive observation practice is therapeutic in nature and is recovery and patient focussed.
- The policy provides a framework to ensure that all inpatients' level of engagement and observation is tailored appropriately to their individualised needs and risks. It is intended to address the mental health of patient's who may be suicidal, at risk of self-harm, harm from or to others; risk associated with physical frailty, or physical / psychotic or cognitive deterioration, increased risk of falls, and sexual disinhibition.

The policy has been reviewed at the request of the supportive observation steering group to:

- Improve the distinction between general and enhanced observations.
- Attempted to provide clarity under each observation type.
- Moved the zonal observation approach into the main body of the policy.

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

All inpatient 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 policy / service / event or strategy?

National guidance reinforces that the needs of today's mental health patients are increasingly complex and require a more personalised approach to care, embracing recovery-based treatment and safety planning including self-management for periods of ill health.

The supportive therapeutic observation and engagement approach detailed in this policy is in line with emerging evidence such as trauma-based care and high and low intensity

psychological therapies, that may be effective in improving patient engagement and experience.

The patient should be informed of the observation level and be provided with a copy of their observation care plan in an accessible format, and where necessary translated into their own language. Advanced directives should be used when completing care plans.

*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>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy is prescriptive regarding appropriate levels of observations for all age categories.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	All rooms are accessible.
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy encourages consideration of the gender of staff supporting observations.
<b>Marriage and civil partnership</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No impact considered.
<b>Pregnancy and maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No impact considered.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Observation care plans are in an accessible format, and where necessary translated into their own language.
<b>Religion or belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No impact considered.
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy encourages consideration of the gender of staff supporting observations.
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The policy encourages consideration of the gender of staff supporting observations.
<b>Disadvantaged groups</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No impact considered.
<b>Carers</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	No impact considered.

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

The Trust has adhered to national guidance as well as providing a framework to ensure that all inpatients' level of observation and engagement is tailored appropriately to individualised needs and risks.

*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.

None

**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)

**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:**

Steven Taylor

**Head of service:**

David Smith

**Designation:**

Information Quality Manger

**Signature:**

*D H Smith*

**Signature:**



**Date:**

14/3/23

*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.*