

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

RDaSH Trust Wide

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

VTE Policy

Equality Impact Assessment Undertaken by:

Rachel Hall Assistant Director of Nursing

Service:

☐

Policy:

☒

Event:

☐

Strategy:

☐

Date undertaken:

20 07 2022

## Questions

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

The purpose of this document is to set out the organisational arrangements for implementing national best practice in relation to VTE. This policy offers best practice advice on reducing the risk of VTE in patients admitted to hospital and provides guidance for the prevention of VTE based on recommendations in NICE clinical guidelines and Pathways.

### 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 staff within the inpatient areas who undertake VTE risk assessments and staff involved in the care of patients at risk of VTE.

### 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?

Pulling together all the best practice evidence so this is all in one place and adhering to national guidance.

The supporting evidence and resources related to VTE is for all employees of all ages, gender, and races. The EIA assessment has been used as a benchmark for this assessment.

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 type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Disability	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Gender reassignment	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Marriage and civil partnership	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Pregnancy and maternity	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Race	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Religion or belief	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Sex	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Sexual Orientation	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Disadvantaged groups	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance
Carers	<input type="checkbox"/>	x <input type="checkbox"/>	<input type="checkbox"/>	All people will be treated equally in line with national guidance

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

The positive impact of this policy is the needs of people with all protected characteristics will be taken into consideration including easy read documents where requested, additional support when required for induction training around offering assessment and treatment for VTE. Any additional needs will be scoped out in individual supervision sessions.

***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 action required.

**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	As per the training and the monitoring requirements set out in the relevant section of the policy
Frequency of monitoring	As per the training and the monitoring requirements set out in the relevant section of the policy
How the monitoring results will be used and where they will be published;	As per the training and the monitoring requirements set out in the relevant section of the policy
Who will be responsible for reviewing monitoring results and initiating further action where required	As per the training and the monitoring requirements set out in the relevant section of the policy
Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?	None

Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.

None

**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 x ☒

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

**Name of lead:**

Rachel Hall

**Head of service:**

Kate McCandlish

**Designation:**

Assistant Director of Nursing

**Signature:**



**Signature:**



**Date:**

14/11/2022

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.