

**APPENDIX A**

**IMPACT ASSESSMENT TOOL**

**Name:** Colin Matthew

**Policy / Service:** Guidelines for the care of patients requiring greater supervision

|           |  | Yes/No | Comments  |
|-----------|--|--------|---|
| <b>1.</b> | <b>Does the policy/guidance affect one group less or more favourably than another on the basis of:</b>   |        | For each category describe how you have involved stakeholders including service users and employees |
|           | Race and Ethnic origin (include gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)                  | No     |   |
|           | Disability (consider communication issues, access to employment and services, whether individual care needs are being met and whether the policy promotes the involvement of disabled people)      | No     |   |
|           | Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)   | No     |   |
|           | Culture (consider dietary requirements and individual care needs)  | No     |   |
|           | Religion or belief (include dress, individual care needs and spiritual needs for consideration)  | No     |   |
|           | Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)                           | No     |   |
|           | Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist)  | No     |   |
| <b>2.</b> | <b>Is there any evidence that some groups are affected differently?</b>  | No     |   |
| <b>3.</b> | <b>If you have identified potential discrimination, for example, less than equal access, are any exceptions valid, legal and/or justifiable, for example a genuine occupational qualification?</b> | No     |   |
| <b>4.</b> | <b>Is the impact of the policy/guidance likely to be negative?</b>   | No     |   |
| <b>5.</b> | <b>If so can the impact be avoided?</b>  | n/a    |   |
| <b>6.</b> | <b>What alternatives are there to achieving the policy/guidance without the impact?</b>  | n/a    |   |
| <b>7.</b> | <b>Can we reduce the impact by taking different action?</b>  | n/a    |   |