

**EQUALITY IMPACT ASSESSMENT TOOL**  
**CARE OF THE BEREAVED, GUIDELINES FOR BEST PRACTICE**

**AUGUST 2008** To be completed and attached to any policy when submitted to the appropriate committee for consideration and approval.

		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	Faith leaders from a number of ethnic backgrounds have had the opportunity to review the policy.
	Disability (consider communication issues, access to employment and services, whether individual care needs	No	Document reviewed by various departments and individuals. No

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		Yes/No	Comments
	are being met and whether the policy promotes the involvement of disabled people)		issues of discrimination have been identified.
	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	The policy makes extensive reference to the need to take relevant cultural needs into account.
	Religion or belief (include dress, individual care needs and spiritual needs for consideration)	No	The policy makes extensive reference to the Trust document Meeting the Patients' Religious Needs (reviewed July 2008), which gives clear guidelines for addressing specific religious and spiritual needs.
	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	
2.	<b>Is there any evidence that some groups are affected differently?</b>	Yes	Cultural and religious needs with regard to bereavement can differ. It is one of the purposes of the policy to highlight this and to offer guidance appropriate to meeting individual needs.
3.	<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>	N/A	
4.	<b>Is the impact of the policy/guidance likely to be negative?</b>	No	
5.	<b>If so can the impact be avoided?</b>	N/A	
6.	<b>What alternatives are there to achieving the policy/guidance without the impact?</b>	N/A	
7.	<b>Can we reduce the impact by taking different action?</b>	N/A	

If you have identified a potential discriminatory impact of this policy, please refer it to the appropriate Action Group, together with any suggestions as to the action required to avoid/reduce this impact.

For advice in respect of answering the above questions, please contact Maria Crosbie, HR Manager, on extension 2552.