

Appendix 4

Equality Impact Assessment Summary

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Policy/Service: Discharge for Adults

Background

- Description of the aims of the policy
- Context in which the policy operates
- Who was involved in the Equality Impact Assessment

- The Policy sets out minimum standards required to endure safe effective discharge
- The Policy operates within key Department of Health policy guidance/legislation and alongside the Trust's standard Discharge Framework
- The Equality Impact Assessment has involved senior multi-disciplinary staff including: Therapies, Social Care, Intermediate Care, Specialist Nurses etc.

Methodology

- A brief account of how the likely effects of the policy was assessed (to include race and ethnic origin, disability, gender, culture, religion or belief, sexual orientation, age)
- The data sources and any other information used
- The consultation that was carried out (who, why and how?)

The Policy outlines discharge policy/process for all adult clients. The Policy ensures key standards are met irrespective of sexual orientation, culture, gender, religion, belief or disability. It is however recognised that although access to all services and assessments is the same for all age groups, delay in placement for some 'younger persons' presenting with older persons needs/disability is evident. This is not discrimination but resource constraint as limited specialist provision delays access.

Key Findings

- Describe the results of the assessment
- Identify if there is adverse or a potentially adverse impacts for any equalities groups

The assessment concludes recognition that access to younger persons (physically disabled provision) maybe delayed, however equal access is evident albeit limited.

<p>Conclusion</p> <ul style="list-style-type: none"> • Provide a summary of the overall conclusions
<p>The Policy covers all clients (adult) irrespective of equalities groups, the Policy aims to ensure standardisation of provision of key processes, assessments to ensure all clients receive full and thorough appropriate assessments prior to discharge where need dictates.</p>
<p>Recommendations</p> <ul style="list-style-type: none"> • State recommended changes to the proposed policy as a result of the impact assessment • Where it has not been possible to amend the policy, provide the detail of any actions that have been identified • Describe the plans for reviewing the assessment
<p>Ensure early identification of need specifically for Young Physically Disabled (YPD) to ensure early assessment and access to provision triggered.</p>

Guidance on Equalities Groups

<p>Race and Ethnic origin (includes gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)</p>	<p>Religion or belief (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)</p>
<p>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)</p>	<p>Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)</p>
<p>Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)</p>	<p>Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist, for example, using titles of senior or junior)</p>
<p>Culture (consider dietary requirements, family relationships and individual care needs)</p>	<p>Social class (consider ability to access services and information, for example, is information provided in plain English?)</p>

Under the Equalities Act 2010 this list should now incorporate **Carers** as a specific Equalities Group (consider whether the policy promotes a culture of carer inclusion and takes into accounts the individual needs of carers)