

10. EQUALITY IMPACT ASSESSMENT SUMMARY

Name of Author: Alison Allan Bereavement Officer/Sal Maughan, Complaints Manager

Policy/Service: Policy and Procedure for the Early release of the Deceased Patient out of Normal Working Hours (Bereavement Service)

Background

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

The aim of this Policy is to set out the Trust's policy for the release of deceased patients outside normal working hours and to provide guidance to staff who receive such a request. Working hours are defined as Monday – Friday 8.00 – 1600.

It is intended for use by internal staff only; this will include CSNPs, Site Co-ordinators, Medical

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<p>staff, Mortuary Staff and the Bereavement Officer.</p> <p>The Policy has been reviewed and commented on by the Head of Customer Affairs, Complaints Manager, Head of Pastoral Care, the Matron and Business Centre Manager for Children's Services, the Associate Director of Maternity, CSNPs, and the End of Life Care Group, representatives from the Jewish and Muslim faiths. Feedback has been fully reflected.</p>
<p>Methodology</p> <ul style="list-style-type: none"> • 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?)
<p>In reviewing the policy full attention has been paid to current best practice guidance from the Department of Health: <i>Religion of Belief – A practical Guide for the NHS (2009)</i> and the <i>End of Life Care strategy, (2008)</i>. The policy also closely links with the Trust's '<i>Meeting the Religious needs of the patient</i>' compiled by the Trust Pastoral Care team.</p> <p>The Policy supports Trust staff in ensuring that the needs of all equality groups are met as far as possible and careful consideration has been given to those equality groups for whom the policy will most affect in terms of spiritual or religious belief.</p> <p>The consultation has involved circulation of the document for comment to internal staff as detailed above, as well as patient representatives and Muslim and Jewish faith leaders.</p>
<p>Key Findings</p> <ul style="list-style-type: none"> • Describe the results of the assessment • Identify if there is adverse or a potentially adverse impacts for any equalities groups
<p>The Policy is considered to set out clear guidance and support for Trust staff when a request for Early Release is made and of the factors which must be considered in ensuring the needs of all equality groups are met.</p> <p>Potential adverse effects upon certain religious groups have been considered and addressed in this review.</p>
<p>Conclusion</p> <ul style="list-style-type: none"> • Provide a summary of the overall conclusions
<p>Potentially adverse impact on equalities groups are addressed as far as possible by the Policy.</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>There are no further recommended changes to the policy further to those incorporated as part of the most recent review process.</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>