

## 19 EQUALITY IMPACT ASSESSMENT SUMMARY

**Name:** Jill Down Head of Customer Affairs

**Policy/Service:** Policy for Handling of Clinical Claims

### Background

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

The purpose of this policy is to detail the structure and framework for the management of clinical negligence claims at Ashford & St Peter's Hospitals NHS Trust (the Trust). The policy takes account of statutory requirements and guidance and defines the claims process, the roles and responsibilities of staff within the Trust and relationships with claimant and third parties such as the National Health Service Litigation Authority (NHSLA), Solicitors.

The policy also addresses the possible link between an adverse verdict at a Coroner's Inquest and a medical negligence claim and details the actions that will be taken in the event of the Trust instructing Solicitors to represent the organisation at Inquest.

The policy should be read in conjunction with the NHS Litigation Authority's Clinical Negligence Reporting Guidelines which may be downloaded from [www.nhsla.com](http://www.nhsla.com).

### 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 equally effects any individual who wishes to bring a clinical negligence claim against the Trust and does not discriminate between individuals.

The policy sets out the Trust's process for managing clinical negligence claims in accordance with Statutory Regulation and National Guidelines.

### Key Findings

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

No adverse or potentially adverse impacts have been assessed for any equalities groups.

### Conclusion

- Provide a summary of the overall conclusions

This is an internal policy that describes the Trust's approach to the management of clinical negligence claims in accordance with Statutory Regulations and Guidelines.

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<p><b>Recommendations</b></p> <ul style="list-style-type: none"> <li>• State recommended changes to the proposed policy as a result of the impact assessment</li> <li>• Where it has not been possible to amend the policy, provide the detail of any actions that have been identified</li> <li>• Describe the plans for reviewing the assessment</li> </ul>
<p>Noa changes are recommended.</p>

**Guidance on Equalities Groups**

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