

EQUALITY IMPACT ASSESSMENT TOOL

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

Name: Lesley Spencer

Policy/service: Guidelines for Concern and Palliative Care Services” Key Worker” Guidelines

		Yes/No	Comments
1.	Does the policy/guidance affect one group less or more favourably than another on the basis of:		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)	Yes	The original policy was approved by the Trust Clinical Governance committee and by the SWSH cancer executive nurse committee. The lead for the patient partnership group is a member of this committee. This policy is intended to be read by clinical staff but it is recognised that future patients reviewing this policy whose first language is not English may have difficulty reading and interpreting this policy. Clinical staff need therefore to go through the policy with the individual or employ a translator as necessary
	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)	Yes	This policy may impact on those individuals who live with disabilities. A patient who has difficulty visiting the hospital to see a hospital based Key Worker may need to be handed over to a community based clinician
	Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)	Yes	Key Workers may need to consider whether the patient would like to be cared for by an individual of the same gender and aim to accommodate if possible

Not Available

12

Volume 8 Patient Care		First Ratified April 2007	Reviewed September 2009	Issue 2	Page 12 of 13
--------------------------	--	------------------------------	----------------------------	---------	---------------

		Yes/No	Comments
	Culture (consider dietary requirements and individual care needs)	Yes	Key Workers should all assess the individual needs of their patients and act according to the patients wishes
	Religion or belief (include dress, individual care needs and spiritual needs for consideration)		Key Workers should all assess the spiritual needs of their patients and act according to the patients wishes
	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 impact
	Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist)		No Impact
2.	Is there any evidence that some groups are affected differently?		Yes
3.	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?		No
4.	Is the impact of the policy/guidance likely to be negative?		No
5.	If so can the impact be avoided?		N/A
6.	What alternatives are there to achieving the policy/guidance without the impact?		N/A
7.	Can we reduce the impact by taking different action?		Detailed above All Core members iof the

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.