

INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	MANAGEMENT OF ACUTE AND CHRONIC PAIN IN ADULT INPATIENTS	Date applicable	22 January 2019
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Responsible Staff Member: Margaret Uchendu
 EIA Assessor/s:
 Directorate: Inpatient Pain Management Anaesthetics

1. FIELD / SUBJECT

Function
 Policy
 Procedure / practice
 Service
 Strategy
 Document (if joint, state with whom)

Describe the main aim, objectives and intended outcomes of the above:

These guidelines will ensure equal treatment for all patients and form part of Kingston Hospital Trust's commitment to create a positive culture of respect for all individuals including staff, patients, their families and carers as well as community partners. The intention is to identify, remove or minimise discriminatory practice in the areas of race, disability, gender, sexual orientation, age and 'religion, belief, faith and spirituality' as well as to promote positive practice and value the diversity of all individuals and communities.

An initial screening should be undertaken first. This helps to identify whether there is a possibility that people might have different experiences of the function/policy / process/ strategy compared to others.

This initial EIA simply assesses whether different groups of people who use a service are affected by the intended function / policy/ practice / strategy more, less or in a different way than other groups of people. A differential impact occurs when a particular group has been affected differently by this in either a positive or negative/adverse way.

An assessment of whether there is a differential impact will be based on two factors – quantitative monitoring data and qualitative information, including the expert opinion from the EIA assessor who is normally the manager responsible for the delivery as well as someone with a different perspective. This would ideally be one or more service users or someone related to the service. There will be times when involving someone for their technical expertise or someone with specialist knowledge will be appropriate and EIA assessors should consider this. You must assess **each** of the 9 areas separately and consider how your document in section 1 may affect people's human rights.

2. ASSESSMENT OF POSSIBLE ADVERSE IMPACT AGAINST ANY MINORITY GROUP

	Could the policy / service / function / other in section 1 have a significant negative impact on equality in relation to each area below?	Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	Age		No	
2	Sex (Male and Female)		No	
3	Disability (Learning Difficulties / Physical or Sensory Disability)		No	
4	Race or Ethnicity		No	
5	Religion and Belief		No	
6	Sexual Orientation (gay, lesbian or heterosexual)		No	
7	Pregnancy and Maternity		No	
8	Gender Reassignment (the process of transitioning from one gender to another)		No	
9	Marriage and Civil Partnership		No	

You need to ask yourself:

- Will the policy / practice / service create any **problems** or **barriers** to any community or group? **No**

- Will any group be **excluded** because of this?
- Will there be a negative impact on **community relations**?

No
No

If the answer to any of these questions is YES, you must complete a **FULL** Equality Impact Assessment. Contact the Corporate Governance Administrator and refer to the EIA Policy on the intranet.

3. POSITIVE IMPACT

	Could the policy / practice / service / other have a significant positive impact on equality by reducing inequalities that already exist? Explain how will it meet our duty to:	Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	Promote equal opportunities	No		
2	Get rid of discrimination	No		
3	Get rid of harassment	No		
4	Promote good community relations	No		
5	Promote positive attitudes towards disabled people	No		
6	Encourage participation by disabled people	No		
7	Consider more favourable treatment of disabled people	No		
8	Promote and protect human rights	No		

4. SUMMARY

On the basis of the information/evidence/consideration so far, do you believe that the policy / practice / service / other will have a positive or negative adverse impact on equality?

POSITIVE			NEGATIVE			
High			Nil			
Date Assessment completed: 26 th March 2019			Is a <u>full</u> Equality Impact Assessment required? YES			

COMPLETED BY

Name	Margaret Uchendu				
Job Title	Clinical Nurse Specialist Pain Management				
Date	26/3/19	Contact number/s Ext 2076			
Head of Service	Dr. Ratnayake				

THIS EIA HAS BEEN APPROVED BY THE MANAGER / HEAD OF SERVICE

Name	Dr. Ratnayake				
Job Title	Consultant Anesthetist				
Date	26/3/19	Contact number/s Ext 2272/2274			