

# INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	<b>Supported Mealtimes</b>	Date applicable	
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Responsible Staff Member: Teodirico Binas  
EIA Assessor/s:  
Directorate:

## 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:

To improve patient experience at mealtimes by providing a relaxed atmosphere to enjoy their meals  
To educate patients, their relatives and friends and staff the importance of supported Mealtimes

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

### You need to ask yourself:

- Will the policy / practice / service create any **problems** or **barriers** to any community or group?      Yes    No **X**
- Will any group be **excluded** because of this?      Yes    No **X**
- Will there be a negative impact on **community relations**?      Yes    No **X**

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 <b>significant positive impact</b> on equality by reducing inequalities that already exist? Explain how will it meet our duty to:		Response		If <b>YES</b> , please state why and the evidence used in your assessment
		Yes	No	
1	Promote <b>equal opportunities</b>	X		This policy is applicable to all patients
2	Get rid of <b>discrimination</b>	X		This policy is applicable to all patients
3	Get rid of <b>harassment</b>	X		
4	Promote <b>good community relations</b>	X		Promoting good practice and high quality care
5	Promote <b>positive attitudes</b> towards disabled people	X		To promote care with compassion and offer help with positive and kind gesture
6	Encourage <b>participation</b> by disabled people	X		To have a good support from staff at mealtimes will give an opportunity for them to spend longer times with patient in assisting them with eating and drinking
7	Consider <b>more favourable treatment</b> of disabled people	X		This will focus more help on those who needed assistance with eating and drinking
8	Promote and protect <b>human rights</b>	X		To promote education and understanding of the importance of nutrition as part of their treatment

### 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 X	Medium	Low	Nil X	Low	Medium	High

Date Assessment completed: 23 July 2019	Is a <u>full</u> Equality Impact Assessment required? YES / NO
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### COMPLETED BY

Name	Teodirico Binas		
Job Title	Matron		
Date	23 July 2019	Contact number/s Extension #2687 or Bleep 323	
Head of Service	Berenice Constable		

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

Name	Berenice Constable		
Job Title	Head of Nursing		
Date	23 July 2019	Contact number/s ext 2152	