

# INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

|  |   |                 |                               |
|--|---|-----------------|-------------------------------|
| Name of policy / process / service / other | Management of Constipation in Paediatrics | Date applicable | 2 <sup>nd</sup> February 2021 |
|--|---|-----------------|-------------------------------|

Responsible Staff Member: Dr Rebecca Hodgkinson  
 EIA Assessor/s:  
 Directorate: WCH

## 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 unify the management of children with constipation by following NICE guidance, and to ensure appropriate children are referred to the PACE nursing service.

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>   |          | N  |   |
| 2 | <b>Sex</b> (Male and Female)   |          | N  |   |
| 3 | <b>Disability</b> (Learning Difficulties / Physical or Sensory Disability)   |          | N  |   |
| 4 | <b>Race</b> or Ethnicity   |          | N  |   |
| 5 | <b>Religion and Belief</b>   |          | N  |   |
| 6 | <b>Sexual Orientation</b> (gay, lesbian or heterosexual)   |          | N  |   |
| 7 | <b>Pregnancy and Maternity</b>   |          | N  |   |
| 8 | <b>Gender Reassignment</b> (the process of transitioning from one gender to another)   |          | N  |   |
| 9 | <b>Marriage and Civil Partnership</b>  |          | N  |   |

### You need to ask yourself:

- Will the policy / practice / service create any **problems** or **barriers** to any community or group?      Yes      **No**
- Will any group be **excluded** because of this?      Yes      **No**
- Will there be a negative impact on **community relations**?      Yes      **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 <b>significant positive impact</b> on equality by reducing inequalities that already exist?<br>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>  |          | N  |   |
| 2 | Get rid of <b>discrimination</b>  |          | N  |   |
| 3 | Get rid of <b>harassment</b>  |          | N  |   |
| 4 | Promote <b>good community relations</b>   |          | N  |   |
| 5 | Promote <b>positive attitudes</b> towards disabled people   |          | N  |   |
| 6 | Encourage <b>participation</b> by disabled people   |          | N  |   |
| 7 | Consider <b>more favourable treatment</b> of disabled people  |          | N  |   |
| 8 | Promote and protect <b>human rights</b>   |          | N  |   |

#### 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     | Medium | Low | Nil      | Low | Medium | High |

|   |  |
|---|--|
| Date Assessment completed:<br>2 <sup>nd</sup> February 2021 | Is a <u>full</u> Equality Impact Assessment required? YES / <b>NO</b><br><b>No</b> |
|---|--|

#### COMPLETED BY

|                 |                        |                        |  |
|-----------------|------------------------|------------------------|--|
| Name            | Peter Stone            |                        |  |
| Job Title       | Deputy Service Manager |                        |  |
| Date            |                        | Contact number/s: 6164 |  |
| Head of Service | Andrea Beaton          |                        |  |

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

|           |               |                        |  |
|-----------|---------------|------------------------|--|
| Name      | Andrea Beaton |                        |  |
| Job Title | Clinical Lead |                        |  |
| Date      |               | Contact number/s: 3539 |  |

Please send your completed EIA to the relevant committee / group for approval.  
Once approved, your EIA will be placed on the KHFT webpage for the public to view.