

INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

** PLEASE INSERT NAME OF PERSON COMPLETING THIS FORM AND THAT OF APPROVING MANAGER / HEAD OF SERVICE** ON PAGE 2

Name of policy / process / service / other	Covert Medication Guideline	Date completed	07/05/2021
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Responsible Staff Member: Francesca Butcher
EIA Assessor/s: Francesca Butcher Maria Paterson
Directorate: Adult Safeguarding

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:
When a patient lacks the capacity to make a decision regarding medication and the omitting of the medication is likely to result in significant physical and/or mental harm.
Covert medication administration is a complex issue which involves the fundamental principles of patient autonomy and consent to treatment, which are set in common law and statute and underpinned by the Human Rights Act 1998. All qualified staff should be aware of the law, and of their professional duties around treatment and medication.
Covert medication can refer to medication given to treat either mental or physical health problems. This can be used for patients who have been assessed as lacking capacity and the plan to administer medication covertly has been agreed in the person's best interests.

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

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? **No**
- Will there be a negative impact on **community relations**? **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	X		
2	Get rid of discrimination	X		
3	Get rid of harassment	X		
4	Promote good community relations	X		
5	Promote positive attitudes towards disabled people	X		
6	Encourage participation by disabled people	X		
7	Consider more favourable treatment of disabled people	X		
8	Promote and protect human rights	X		

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 impact on equality?

POSITIVE			NEGATIVE			
High			Nil			

Date Assessment completed: 07/05/2021

Is a full Equality Impact Assessment required? NO

COMPLETED BY

Name	Maria Paterson		
Job Title	Locum MCA and DoLS/LPS Lead Nurse		
Date	07/052021	Contact number/s x3066	
Head of Service	Nichola Kane		

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

Name	Nichola Kane <i>Nichola Kane</i>		
Job Title	Deputy Director of Nursing		
Date	3 June 2021	Contact number/s	

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.