

Form 1: Preparation

Part A must be completed at the beginning of a policy/function/strategy development or review and for every such occurrence. (Refer to the Step-by-Step Guide for additional information.)

Step 1 - Preparation		
1.	Title of Policy - what are you equality impact assessing?	Policy for Pressure Ulcer Risk Assessment, Prevention and Treatment
2.	Policy Aims and Brief Description - what are its aims? Give a brief description of the Policy (The What, Why and How?)	<p>The aim of the Policy is to provide appropriate guidance to staff regarding the assessment, prevention and treatment of pressure ulcers across the Cardiff and Vale UHB and to ensure a consistent approach to pressure ulcer assessment, prevention and treatment.</p> <p>The objectives are:</p> <ul style="list-style-type: none">▪ To ensure that all examinations, investigations and consultations are undertaken in a appropriate and effective manner.▪ To provide complementary information to the NICE Guidelines 7 and 2a (2003, 2005)▪ To safeguard the dignity, safety, vulnerability, embarrassment and wellbeing of patients and healthcare providers throughout consultations, examinations, investigation or procedure.▪ Provide guidance on special issues which may require a specialist clinical input.
3.	Who Owns/Defines the Policy? - Who is responsible for the Policy/work?	Executive Nurse and Medical Directors Clinical Director of Wound Healing

Step 1 - Preparation

4.	Who is Involved in undertaking this EqlA? - who are the key contributors to the EqlA and what are their roles in the process?	<p>Professor Keith Harding, Clinical Director, Department of wound Healing, Sian Crowley, Service Manager and Ceri Harris C.N.S. Wound Healing, have led the EqlA and shared the response with the Wound Healing Directorate.</p> <p>Divisional Clinical Directors, Divisional Nurses, Professional Advisory Group recent consultation process.</p>
5.	Other Policies - Describe where this Policy/work fits in a wider context. Is it related to any other policies/activities that could be included in this EqlA?	<ul style="list-style-type: none">▪ Strategic plans▪ Communication and Engagement Framework▪ Ensuring Equality through Effective Communication – Good Practice▪ The Mental Capacity Act 2005▪ Equality, Diversity and Human Rights Policy (2011)▪ EPUAP 2009 Prevention and Treatments Guidelines▪ Bennett G, Dealey C, Posnett J (2004) The Cost of Pressure Ulcers in the UK Age and Ageing 33: 230-235▪ N.I.C.E. (2003) Clinical Guideline 7 Pressure Ulcer Prevention, London: NICE▪ N.I.C.E (2005) Clinical guidelines 2a, The prevention and Treatment of Pressure Ulcers▪ Nursing Midwifery Council (2002) Code of Professional Conduct, London▪ Royal College of Nursing Pressure Ulcer Risk Assessment and Prevention London RCN▪ Stephen-Haynes J. (2004) Pressure Ulcer Risk Assessment and Prevention British Journal of Community Nursing 9:12, 540-543
6.	Stakeholders - Who is involved with or affected by this Policy?	<p>This Policy applies to all healthcare providers, including those on honorary contracts, working at all locations in the Cardiff and Vale UHB. This also applies to academics and healthcare support workers. In this Policy, all staff groups will be referred to as healthcare providers. This Policy also applies to patients and carers.</p> <p>The principles of the Policy apply to patients, carers and healthcare providers.</p>

Step 1 - Preparation

7.	What factors may contribute to the outcomes of the Policy? What factors may detract from the outcomes? These could be internal or external factors.	<p>The policy will be available on the UHB intranet site.</p> <p>Healthcare providers will be made aware of the Policy, their role and responsibilities at local induction.</p> <p>Awareness of patients and carers will be raised through posters displayed across the UHB. Full copies will be made available on request and made available in different languages and format.</p> <p>The right to request a chaperone and to make one available is not a new concept, but raising awareness may impact on the number of requests made.</p>
----	--	---

Form 2: Evidence Gathering

Equality Strand	Evidence Gathered	Does the evidence apply to the following with regard to this Policy/work? Tick as appropriate.									
Race	<p>Retrieved from the world wide web on 20 October 2011 found evidence that there may be no impact, or a positive impact.</p> <ol style="list-style-type: none"> 1. EPUAP 2009 Prevention and Treatments Guidelines 2. Bennett G, Dealey C, Posnett J (2004) The Cost of Pressure Ulcers in the UK Age and Ageing 33: 230-235 3. N.I.C.E. (2003) Clinical Guideline 7 Pressure Ulcer Prevention, London: NICE 4. N.I.C.E (2005) Clinical guidelines 2a, The prevention and Treatment of Pressure Ulcers 5. Nursing Midwifery Council (2002) Code of Professional Conduct, London 6. Royal College of Nursing Pressure Ulcer Risk Assessment and Prevention London RCN 7. Stephen-Haynes J. (2004) Pressure Ulcer Risk Assessment and Prevention British Journal of Community Nursing 9:12, 540-543 8. ABM pressure ulcer and treatment policy 9. Berkshire pressure ulcer and treatment policy 10. Worcestershire pressure ulcer and treatment policy 11. Calderdale pressure ulcer and treatment policy 12. Rotherham, Doncaster, South Humber pressure ulcer and treatment policy <p>No anecdotal evidence that different cultural groups have specific cultural or gender needs have arisen during the CNS experience of 14years</p>	Eliminating Discrimination and Eliminating Harassment	y	Promoting Equality of Opportunity	y	Promoting Good Relations and Positive Attitudes	y	Encouraging participation in Public Life		Take account of difference even if it involves treating some individuals more favourably*	
Disability	<p>Retrieved from the world wide web on 20 October 2011 Found evidence that there may be positive impact or no</p>		y		y		y		y		

	<p>impact</p> <ol style="list-style-type: none"> 1. EPUAP 2009 Prevention and Treatments Guidelines 2. Bennett G, Dealey C, Posnett J (2004) The Cost of Pressure Ulcers in the UK Age and Ageing 33: 230-235 3. N.I.C.E. (2003) Clinical Guideline 7 Pressure Ulcer Prevention, London: NICE 4. N.I.C.E (2005) Clinical guidelines 2a, The prevention and Treatment of Pressure Ulcers 5. Nursing Midwifery Council (2002) Code of Professional Conduct, London 6. Royal College of Nursing Pressure Ulcer Risk Assessment and Prevention London RCN 7. Stephen-Haynes J. (2004) Pressure Ulcer Risk Assessment and Prevention British Journal of Community Nursing 9:12, 540-543 8. Anecdotal evidence suggest that patients with spinal cord injuries, immobility and loss of sensation will require assistance and prompting to relieve pressure 										
Gender	<p>Retrieved from the world wide web on 20 October 2011 Found evidence that there may be positive impact or no impact</p> <ol style="list-style-type: none"> 1. EPUAP 2009 Prevention and Treatments Guidelines 2. Bennett G, Dealey C, Posnett J (2004) The Cost of Pressure Ulcers in the UK Age and Ageing 33: 230-235 3. N.I.C.E. (2003) Clinical Guideline 7 Pressure Ulcer Prevention, London: NICE 4. N.I.C.E (2005) Clinical guidelines 2a, The prevention and Treatment of Pressure Ulcers 5. Nursing Midwifery Council (2002) Code of Professional Conduct, London 		y		y		y		y		

	<ol style="list-style-type: none"> 6. Royal College of Nursing Pressure Ulcer Risk Assessment and Prevention London RCN 7. Stephen-Haynes J. (2004) Pressure Ulcer Risk Assessment and Prevention British Journal of Community Nursing 9:12, 540-543 8. ABM pressure ulcer and treatment policy 9. Berkshire pressure ulcer and treatment policy 10. Worcestershire pressure ulcer and treatment policy 11. Calderdale pressure ulcer and treatment policy 12. Rotherham, Doncaster, South Humber pressure ulcer and treatment policy <p>No anecdotal evidence that different cultural groups have specific cultural or gender needs have arisen during the CNS experience of 14years</p> <p>Understanding that Trans Health Matters (forthcoming) This training course, developed by Health First, includes a DVD (produced by Transfabulous) featuring trans people discussing their experiences of healthcare. www.dh.gov.uk/equalityandhumanrights</p> <p>A report of the Older LGBT Network into the specific needs of older lesbian, gay, bisexual and transgender people gay, bisexual and transgender people www.wlga.gov.uk/english/older.../a-report-of-the-older-lgbt-network/</p>										
--	--	--	--	--	--	--	--	--	--	--	--

<p>Sexual Orientation</p>	<p>Retrieved from the world wide web on 20 October 2011 Found no evidence of impact</p> <ol style="list-style-type: none"> 1. EPUAP 2009 Prevention and Treatments Guidelines 2. Bennett G, Dealey C, Posnett J (2004) The Cost of Pressure Ulcers in the UK Age and Ageing 33: 230-235 3. N.I.C.E. (2003) Clinical Guideline 7 Pressure Ulcer Prevention, London: NICE 4. N.I.C.E (2005) Clinical guidelines 2a, The prevention and Treatment of Pressure Ulcers 5. Nursing Midwifery Council (2002) Code of Professional Conduct, London 6. Royal College of Nursing Pressure Ulcer Risk Assessment and Prevention London RCN 7. Stephen-Haynes J. (2004) Pressure Ulcer Risk Assessment and Prevention British Journal of Community Nursing 9:12, 540-543 8. ABM pressure ulcer and treatment policy 9. Berkshire pressure ulcer and treatment policy 10. Worcestershire pressure ulcer and treatment policy 11. Calderdale pressure ulcer and treatment policy 12. Rotherham, Doncaster, South Humber pressure ulcer and treatment policy <p>Real Stories, Real Lives: LGBT people and the NHS This Department of Health DVD and online resource aims to support healthcare organisations in developing strategies to promote equality and eliminate discrimination for LGBT people. It can be used as a practical tool in training staff and raising awareness. www.dh.gov.uk/equalityandhumanrights</p> <p>LGBT Centre for Health and Wellbeing</p>		y		y		y		y		
----------------------------------	---	--	---	--	---	--	---	--	---	--	--

	<ol style="list-style-type: none"> 1. EPUAP 2009 Prevention and Treatments Guidelines 2. Bennett G, Dealey C, Posnett J (2004) The Cost of Pressure Ulcers in the UK Age and Ageing 33: 230-235 3. N.I.C.E. (2003) Clinical Guideline 7 Pressure Ulcer Prevention, London: NICE 4. N.I.C.E (2005) Clinical guidelines 2a, The prevention and Treatment of Pressure Ulcers 5. Nursing Midwifery Council (2002) Code of Professional Conduct, London 6. Royal College of Nursing Pressure Ulcer Risk Assessment and Prevention London RCN 7. Stephen-Haynes J. (2004) Pressure Ulcer Risk Assessment and Prevention British Journal of Community Nursing 9:12, 540-543 8. ABM pressure ulcer and treatment policy 9. Berkshire pressure ulcer and treatment policy 10. Worcestershire pressure ulcer and treatment policy 11. Calderdale pressure ulcer and treatment policy 12. Rotherham, Doncaster, South Humber pressure ulcer and treatment policy 										
Religion or Belief	<p>Retrieved from the world wide web on 20 October 2011 Found evidence that there may be positive impact or no impact</p> <ol style="list-style-type: none"> 1. EPUAP 2009 Prevention and Treatments Guidelines 2. Bennett G, Dealey C, Posnett J (2004) The Cost of Pressure Ulcers in the UK Age and Ageing 33: 230-235 3. N.I.C.E. (2003) Clinical Guideline 7 Pressure Ulcer Prevention, London: NICE 		y		y		y		y		

	4. N.I.C.E (2005) Clinical guidelines 2a, The prevention and Treatment of Pressure Ulcers 5. Nursing Midwifery Council (2002) Code of Professional Conduct, London 6. Royal College of Nursing Pressure Ulcer Risk Assessment and Prevention London RCN 7. Stephen-Haynes J. (2004) Pressure Ulcer Risk Assessment and Prevention British Journal of Community Nursing 9:12, 540-543 8. ABM pressure ulcer and treatment policy 9. Berkshire pressure ulcer and treatment policy 10. Worcestershire pressure ulcer and treatment policy 11. Calderdale pressure ulcer and treatment policy 12. Rotherham, Doncaster, South Humber pressure ulcer and treatment policy										
Welsh Language	Retrieved from the world wide web on 20 October 2011 Found no evidence of impact		y		y		y		y		
People have a human right to: life; not to be tortured or treated in a degrading way; to be free from slavery or forced labour; to liberty; to a fair trial; not to be punished without legal authority; to respect for private and family life, home and correspondence; to freedom of thought, conscience and religion; to freedom of expression and of assembly; to marry and found a family and to not be discriminated against in relation to any of the rights contained in the European Convention.											
Human Rights	The policy takes account of the Human Rights Act with particular regard to the right not to be treated in a degrading way, the right to respect for private and family life, home and correspondence and freedom of expression. It takes into account the UN Convention on the Rights of the Child.										

*** This column relates only to Disability due to the specific requirement in the DDA 2005 to treat disabled people more favourably to achieve equal outcomes. This is not applicable to the other equality strands.**

Form 3: Assessment of Relevance and Priority

Equality Strand	Evidence: Existing evidence to suggest some groups affected. Gathered from Step 2. (See Scoring Chart A)	Potential Impact: Nature, profile, scale, cost, numbers affected, significance. Insert one overall score (See Scoring Chart B)	Decision: Multiply 'evidence' score by 'potential impact' score. (See Scoring Chart C)
Race	2	+1	P
Disability	2	+1	P
Gender	2	+1	P
Sexual Orientation	1	0	N
Age	3	+1	P
Religion or Belief	2	+1	P
Welsh Language	1	+1	P
Human Rights	3/2	+1	P

Scoring Chart A: Evidence Available

3	Existing data/research
2	Anecdotal/awareness data only
1	No evidence or suggestion

Scoring Chart B: Potential Impact

-3	High negative
-2	Medium negative
-1	Low negative
0	No impact
+1	Low positive
+2	Medium positive
+3	High positive

Scoring Chart C: Impact Decision

-6 to -9	High Impact (H)
-3 to -5	Medium Impact (M)
-1 to -2	Low Impact (L)
0	No Impact (N)
1 to 9	Positive Impact (P)

FORM 4: (Part A) Outcome Report

Policy Title:	Policy for Pressure Ulcer Risk Assessment Prevention and Treatment
Organisation:	Cardiff and Vale UHB
Name: Title: Department:	Sian Crowley Service Manager Surgery Support Services
Summary of Assessment:	This Policy has been designed to safeguard patients and healthcare providers and to minimise the risk of reputational damage to the UHB. The Policy has a low positive or neutral effect on all healthcare providers and patients and specifics that race, disability, gender, age, religion or belief, welsh language, sexual orientation and human rights must be taken into account at all times.
Decision to Proceed to Part B Equality Impact Assessment:	<p style="text-align: center;">No</p> <p style="text-align: center;">Please record reason(s) for decision</p> <p>The decision has been based on the assessment that there is a low positive or neutral positive impact on any groups in respect of race, disability, gender, age, religion or belief, welsh language, sexual orientation and human rights.</p>

--	--

Action Plan

You are advised to use the template below to detail any actions that are planned following the completion of Part A or Part B of the EqlA Toolkit. You should include any remedial changes that have been made to reduce or eliminate the effects of potential or actual adverse impact, as well as any arrangements to collect data or undertake further research.

	Action(s) proposed or taken	Reasons for action(s)	Who will benefit?	Who is responsible for this action(s)?	Timescale
1. What changes have been made as a result of the EqlA?	NA	N/A	N/A	N/A	N/A
2. Where a Policy may have differential impact on certain groups, state what arrangements are in place or are proposed to mitigate these impacts?	The policy has highlighted that cultural, ethnic and religious beliefs, may require special consideration re: undertaking procedures and examinations. Appropriate clinician would be provided re: gender, welsh language, as	To meet patient's cultural, ethnic, religious beliefs, gender and language preference.	Patients and healthcare provider.	Healthcare provider	Dependent on individual request or when it arises.

	requested by the patient.				
3. Justification: For when a policy may have adverse impact on certain groups, but there is good reason not to mitigate.	N/A	N/A	N/A	N/A	N/A
4. Describe any mitigating actions taken?	N/A	N/A	N/A	N/A	N/A
5. Provide details of any actions planned or taken to promote equality .	All patients and healthcare providers have the right to a consistent approach to pressure ulcer assessment, prevention and treatment, therefore promoting equality. The policy is available to all mental health staff as	To demonstrate that the UHB staff are able to access the documentation The policy demonstrates the UHB's commitment to the equality agenda.	Patients, carers and healthcare providers .	Line managers are responsible for ensuring that healthcare providers are aware of the policy. Ward and Department leads are responsible for displaying posters to raise awareness for patients and carers.	As applicable to individual need and request

	<p>appropriate to individual or organisational circumstances.</p> <p>We would provide copies of the document in alternative formats, including Welsh or large print if required to staff/clients/patients/carers on request</p>				
--	---	--	--	--	--

Date:	7 th December 2011
Monitoring Arrangements:	<p>Adherence to the Policy will be appropriately audited by the Directorates and Divisions and may include the number of requests for chaperones.</p> <p>Any concerns raised and reported breaches of the Policy will be formally investigated.</p>
Review Date:	To be confirmed - 3 years from the date of approval.
Signature of all Parties:	<p><i>Sian Crowley</i></p> <p>Sian Crowley Service Manager, Surgery Support Services</p>