

# The State Hospital Equality Impact Assessment (EQIA)

You should read the guidance document prior to completing this template.

Please note, the EQIA should be proportionate to the significance and coverage of the policy and should take cognisance of the nature of the environment and patient group.

## Step 1: Screening to determine if the policy requires a detailed EQIA

<b>Name of the policy:</b> Appropriate Adult Policy and Procedure		
<b>Directorate:</b> Social Work		<b>Date:</b> 4 / 12 / 19
<b>Designation(s) of author(s):</b> Social Work Team Leader		
<b>Strategy</b> <input type="checkbox"/> <b>Policy</b> <input checked="" type="checkbox"/> <b>Protocol</b> <input type="checkbox"/> <b>Project</b> <input type="checkbox"/> <b>*Other</b> <input type="checkbox"/>		
(*please provide details)		
<b>New</b> <input type="checkbox"/> <b>update to existing policy</b> <input checked="" type="checkbox"/> <b>*replacement</b> <input type="checkbox"/>		
(*please advise what this policy is replacing)		
<b>1. What are the main aims and outcomes of the policy and how do these fit in with the wider aims of the organisation, legislation and national drivers?</b>		
<b>Aim(s) / Outcome(s)</b>	<b>Wider Aim(s)</b>	
To highlight and raise awareness of TSH responsibilities in relation to supporting the involvement of an Appropriate Adult.	To facilitate communication during police interviews for adults with a mental disorder.  To ensure equality for the interviewee and to ensure that the person being interviewed is not disadvantaged as a consequence of his mental disorder.  To ensure all patients within TSH are able to access the Appropriate Adult service for the purposes of police interview.	
<b>2. Please identify the scope of the policy</b>		
<b>Forensic Network wide</b> <input type="checkbox"/> <b>Hospital wide</b> <input checked="" type="checkbox"/> <b>Service specific</b> <input type="checkbox"/>		
<b>Discipline specific</b> <input type="checkbox"/> <b>Other</b> <input type="checkbox"/>		
<b>3. Who are the key stakeholders potentially affected by the policy? Will the policy impact on these groups in a positive and/or negative and/or neutral way? Why do you say this?</b>		
<b>Stakeholder(s)</b>	<b>Impact</b>	<b>Rationale</b>
1. Patients	Positive	Provides patients with support to meaningfully engage in police interviews.

	Negative	<p>Ensures that the rights of patients are upheld.</p> <p>Appropriate Adult input supports a person centred approach recognising the needs of the individual.</p> <p>Patients who require an Appropriate Adult and are being interviewed under caution cannot waive their right to a solicitor. This may cause some anxiety.</p>
<b>2. Carers</b>	Positive	<p>Provides assurance that the rights of patients are being upheld and that patients are not disadvantaged during police interviews which take place within TSH.</p>
<b>3. Staff</b>	<p>Positive</p> <p>Negative</p>	<p>Ensures that staff are aware of relevant processes in relation to Appropriate Adult services.</p> <p>The policy ensures a robust approach to Appropriate Adult processes.</p> <p>Potential impact on staffing: interviews can take place at short notice within the Family Centre and necessitate additional staff being available.</p>
<b>4. RMO</b>	Positive	<p>The RMO has the overall responsibility for ensuring it is appropriate for a patient to engage in the process.</p> <p>Reassurance that role is supported by this process.</p>
<b>5. Social Work (Appropriate Adult)</b>	<p>Positive</p> <p>Negative</p>	<p>All Social Workers acting as Appropriate Adults have received additional training and experience in relation to mental health, communication and the Appropriate Adult role.</p> <p>Promotes equality for patients.</p> <p>Potential exposure to distressing information.</p> <p>Potential to be cited to court which may have staffing implications.</p>
<b>6. Police</b>	Positive	<p>Police would consult with an</p>

	Neutral	<p>appropriate adult prior to interview taking place to ensure the patient is well enough to participate.</p> <p>The RMO may advise police on a patient's mental health before the interview takes place which would assist the police in their decision whether to request an appropriate adult. This process provides reassurance for the police and ensures a robust approach to legal processes.</p> <p>The police may be unable to conduct an interview if the RMO decides a patient is too unwell.</p>
<b>4. Is a collaborative assessment with external partners required?</b>		No
<b>5. Specifically, in relation to the protected characteristics, please identify whether the policy impacts positively, negatively and / or neutrally on these groups, providing rationale in support of your decision. Please also describe any identified inequality and indicate practice in place which mitigates aspects of the policy contributing to any adverse impact or inequality.</b>		

<b>Protected Characteristic</b>	<b>Positive X</b>	<b>Adverse /Negative X</b>	<b>Neutral X</b>	<b>Identified impact / inequality and rationale, including mitigating practice where appropriate</b>
<b>Age</b>	<b>X</b>			The policy ensures the provision of support to all patients, regardless of age.
<b>Disability</b>	<b>X</b>			<p>The policy promotes police interviews taking place within TSH wherein the environment supports accessibility for those patients with mobility support needs.</p> <p>Patients with sensory impairment are supported to engage through the use of aids and adaptations in use for all elements of their care and treatment. Any needs in this respect are assessed upon admission and regularly reviewed.</p> <p>All patients have individual care and treatment plans reflecting any specific needs.</p>
<b>Gender</b>			<b>X</b>	
<b>Gender Reassignment</b>			<b>X</b>	
<b>Marriage and Civil Partnership</b>			<b>X</b>	
<b>Pregnancy and Maternity</b>			<b>X</b>	
<b>Race/Ethnicity</b>	<b>X</b>			An interpreter would be provided for those patients whose first language is not English / whose communication needs require such provision to be made available to them.
<b>Religion and or Belief</b>	<b>X</b>			Specific faith needs are considered in terms of timing and gender of those involved in the process.
<b>Sexual Orientation</b>			<b>X</b>	

**6. Thinking about the key stakeholders you have identified in no. 3, please explain how the policy supports the organisation to eliminate any potential unlawful discrimination, harassment and victimisation of these groups, promoting equality of opportunity and fostering good relationships between all stakeholders.**

This policy ensures that all patients within The State Hospital are provided with equal access to Appropriate Adult services and that they are not disadvantaged on the basis of their mental disorder, or by virtue of their detention herein. The role of the Appropriate Adult is a statutory requirement and this policy ensures that a robust process exists to support the rights of the patient group. All Social Work staff involved in delivering the Appropriate Adult service have been fully trained in this respect.

The policy takes cognisance of protected characteristics and promotes non discriminatory practice within The State Hospital in the context of police interviews. Patients with a barrier to communication, through provision in place via individually tailored care and treatment plans are supported to engage effectively.

The policy seeks to foster good relationships between stakeholders in a variety of ways. Patients are reassured that the necessary legal protections are in place to support them during contact with police. The roles of the police are clearly defined and they are aware of their need to engage with other stakeholders such as the Appropriate Adult, the RMO and the patient to ensure that a robust approach is taken which is legally defensible and which protects professionals from allegations of malpractice.

**7. Thinking about the key stakeholders you have identified in no. 3, please identify potential inequalities of outcome which may arise in relation to socio-economic disadvantage (low income), including material deprivation.**

None identified.

Please discuss with the Service Lead / Director and complete below to indicate this person is in agreement with your findings.

**Service Lead / Director Designation:** Director of Nursing and AHP

**Date:** 06 / 12 / 19

Then forward this screening document and your policy document to the Person Centred Improvement Lead for approval.

<b>Approved by Person Centred Improvement Lead</b>	<b>Date: 10 / 12 / 19</b>
<b>Comments</b> Feedback incorporated. No requirement for a detailed EQIA.	
<b>Detailed EQIA required. Please contact Person Centred Improvement Lead for advice / support</b>  <b>Date:     /     /</b>	

Following consultation, this EQIA should be attached to the policy document and included within the paperwork for consideration by SMT prior to implementation. If any changes to the EQIA are required as a result of feedback from the consultation, please contact the Person Centred Improvement Lead.

You should ensure the EQIA section of the SBAR Monitoring Form is completed appropriately in order to reflect completion of this assessment.

**Please note, as policy and EQIA documents are within the public domain, via the Hospital's website (unless identified by SMT as sensitive information), content should not include the names of any stakeholders and/or include any information which would identify individuals.**