

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

Name of the policy: Referrals Policy and Procedure	
Directorate: Medical	Date: 30/07/2021
Designation(s) of author(s): Associate Medical Director	
Strategy <input type="checkbox"/> Policy <input checked="" type="checkbox"/> Protocol <input type="checkbox"/> Project <input type="checkbox"/> *Other <input type="checkbox"/>	
(*please provide details)	
New <input type="checkbox"/> update to existing policy <input checked="" type="checkbox"/> *replacement <input type="checkbox"/>	
(*please advise what this policy is replacing)	
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?	
<p style="text-align: center;">Aim(s) / Outcome(s)</p> <p>To ensure that individuals referred to the State Hospital, whether potentially for admission or for advice on management, are assessed comprehensively and timeously.</p>	<p style="text-align: center;">Wider Aim(s)</p> <p>To ensure that patients referred for admission to the State Hospital (and for management advice) have a thorough assessment of their security needs.</p> <p>To provide improved information for colleagues in local hospital services, the prison service and the Courts on the guidelines for admission to the State Hospital.</p> <p>To establish auditable standards for the admission/referrals procedure—for both clinical governance and research purposes.</p>
2. Please identify the scope of the policy	
Forensic Network wide <input checked="" type="checkbox"/> Hospital wide <input type="checkbox"/> Service specific <input type="checkbox"/>	
Discipline specific <input type="checkbox"/> *Other <input type="checkbox"/>	
(*please provide details)	
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?	

Stakeholder(s)	Impact	Rationale
1. State Hospital Staff	Positive	Will aid staff in any assessments undertaken of referrals.
2. Referring agencies	Positive	Will assist referring agencies when making referrals.
3. Referrals	Positive	Those referred will receive a consistent assessment. Specific criteria relating to women, those with an Intellectual Disability, Personality Disorder, sexual offenders, those with additional care needs supports an informed approach to the referral process.
4. Patients	Positive	Process ensures that least restrictive approach is adopted. Patients referred, who are subsequently admitted have access to appropriate care and treatment. Consistent process in place to enable patients to request a change of Consultant Psychiatrist / Hub.
5. Carer	Positive	Carer involved in assessment process.

4. Is a collaborative assessment with external partners required? No

The policy is based on guidelines previously agreed with external partners through the Forensic Network.

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.

Protected Characteristic	Positive X	Adverse/Negative X	Neutral X	Identified impact / inequality and rationale, including mitigating practice where appropriate
Age	X			Specifically highlights the approach for those under the age of 18 and consideration of those over the age of 65.
Disability	X			Specifically highlights the approach for those with a physical disability as well as those who have a mental disorder, detailing a range of mental health conditions which require an informed approach to decision making in the referral process in terms of ensuring admission will offer the most appropriate care and treatment.
Gender	X			Policy acknowledges that women can be cared for in settings other than a high secure environment
Gender Reassignment	X			Where gender reassignment factors have been disclosed, the assessing team would determine what stage of the process the patient has reached and liaise with Scottish Government to ensure that admission to the State Hospital is appropriate for the patient's gender at that point as well as considering the implications relating to those who are transitioning from male to female.

Marriage and Civil Partnership	X			The referral process does not discriminate against those who are in the process of getting married / committing to a civil partnership. These ceremonies can be facilitated within the Hospital if the Clinical Team agree that this is appropriate in relation to mental health presentation.
Pregnancy and Maternity			X	
Race/Ethnicity	X			Interpretation / translation services are in place to support non-English speaking individuals to engage in the assessment process.
Religion and or Belief			X	
Sexual Orientation			X	

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.

A decision to admit a patient is based on individual need, taking account of the risk to the public if the patient is not admitted. A group of professionals are involved in the decision making process, supporting an inclusive approach informed from a wide range of perspectives. The Social Worker is tasked with ensuring the views of the potential patient and carers are included supporting the development of positive relationships.

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.

There would be no negative impact arising as a result of this policy. On occasion, patients are admitted who are homeless and therefore benefit from being accommodated within a safe and comfortable environment.

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

Service Lead / Director Designation: Associate Medical Director

Date: 10/09/2021

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

Approved by Person Centred Improvement Lead

Date: 15/09/21

Comments

Feedback incorporated. No requirement for detailed EQIA.

Detailed EQIA required. Please contact Person Centred Improvement Lead for advice / support

Date: / /

Following consultation, this EQIA should be attached to the policy document and included within the paperwork for consideration by the Policy Approval Group (PAG) 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.

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