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: Health, Safety and Welfare Policy

Directorate: Security, Estates and Resilience	**Date:** 17/03/2022

Designation(s) of author(s):

Risk Management Facilitator, Head of Risk and Resilience

Strategy ☐   **Policy** ☒   **Protocol** ☐   **Project** ☐   ***Other** ☐

(*please provide details)

New ☐   **update to existing policy** ☒   ***replacement** ☐

(*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?

Aim(s) / Outcome(s)	Wider Aim(s)
The State Hospital's Board recognises that services cannot be provided unless it ensures, so far as is reasonably practicable, freedom from risk to the health, safety and wellbeing of patients, staff, carers, volunteers and others affected by the Hospital's activities. Compliance with the Health and Safety at Work Act (1974), which creates and maintains a safe environment for staff, patients, carers, volunteers and visitors to the Hospital.	The State Hospital's Corporate Management Team (CMT) provides the organisational framework for effective health and safety management and promoting a positive health and safety culture by establishing: • Robust governance arrangements. • Effective safety management systems. • Co-operation between individuals and groups on matters of health and safety. • Clear methods of communication at all levels of the organisation. • Employee competency so that individuals and groups can fulfil their role effectively and safely.

2. Please identify the scope of the policy

Forensic Network wide ☐   **Hospital wide** ☒   **Service specific** ☐

Discipline specific ☐   ***Other** ☐   **(*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. Patients	Positive	Provides a clear framework for the promotion of a safety culture and creates a safe environment for patients. Less likely to have accidents which impact on health and wellbeing. Staff are likely to have less accidents which may cause absence impacting on continuity of patient care. Promotes a culture of openness and truthfulness which improves the safety of patients and the quality of healthcare systems and provisions.
2. Carers/Visitors	Positive	Provides a clear framework for the promotion of a safety culture and to create a safe environment for carers / visitors. Less likely to have accidents which impact on health and wellbeing. Staff are likely to have less accidents, impacting on continuity of supportive relationships with carers.
3. TSH Board	Positive	This policy promotes an open and transparent manner, driving a positive safety culture. The policy supports processes which include a full review of circumstances leading up to all Health and Safety incidents, and where appropriate, empowers the organisation to take action to prevent a recurrence. The policy will ensure TSH complies with the statutory requirements of the Health and Safety at Work Act (1974). The policy commits to improving the safety of all who enter the Hospital and the quality of TSH Health and Safety provision. As a result of having a robust Health and Safety processes in place, there is likely to be less staff absences due to injury. Reducing the level of staff absence as a result of accidents will reduce the cost of additional staffing to cover absences. A robust approach to health and safety will limit litigation and potential compensation claims as a result of poor practice. The cost of public liability insurance may increase in the event of claims which relate to negligence. Implementing legislation into safe working practices will reduce the risk of reputational damage which may otherwise arise from reports relating to health and safety related incidents.

4. Staff	Positive	The policy provides a robust process, (incorporating clear governance) around the management of Health and Safety within the workplace. This framework provides clear guidance of expectations in relation to responsibilities for Health and Safety within TSH. Health and Safety specialist members of staff on site, available to provide information and support. Demonstrates a responsible approach to safeguarding all staff from risk of injury.	
7. Volunteers	Positive	Provides a clear framework for the promotion of a safety culture and to create a safe environment for volunteers. This framework provides clear guidance of expectations in relation to responsibilities for Health and Safety within TSH.	
8. Scottish Government	Positive	Supports national consistency around the management of Health Safety and Welfare. Performance managed through the Annual Report.	

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

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			Policy highlights responsibilities in relation to 'young workers' work activities.
Disability			X	The policy does not directly highlight disability. The policy ensures a safe environment for all.
Gender			X	
Gender Reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy and Maternity	X			Policy highlights responsibilities in relation to 'young workers' work activities.
Race/Ethnicity			X	
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.

The policy aims to ensure that all stakeholders benefit from a positive safety culture and a clear understanding of responsibilities around Health and Safety.

Guidance supports staff to identify, mitigate and investigate Health and Safety events fairly.

All stakeholders are considered equally in terms of implementing this policy, which, through learning from events, supports the organisation to eliminate discrimination, harassment and victimisation for any stakeholder group.

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 Security, Facilities, Risk and Resilience

Date: 24/03/2022

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

Approved by Person Centred Improvement Lead	**Date:** 28/3/2022
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 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.

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.