

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: SP30 Patients' Photograph Policy		
Directorate: Security, Estates and Resilience		Date: 09/08/22
Designation(s) of Lead Author: Clinical Security Liaison Manager		
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?		
Aim(s) / Outcome(s)	Wider Aim(s)	
To protect the confidentiality of patients and comply with information governance legislation.	Compliance with Data Protection legislation and fulfilment of the dual role of the Hospital.	
2. Please identify the scope of the policy		
Forensic Network wide <input type="checkbox"/>	Hospital wide <input checked="" 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. Patients	Positive	Protects confidentiality. Enables ease of recognition if in a risk situation.
	Negative	May contribute to anxieties. Impacts on freedom of choice as necessary act.

2. Staff	Positive	Helps with speed of recognition and contributes to wider safeguarding of staff safety.
3. Carers	Positive	Enables families to have up to date photographs of patients who remain in the Hospital for a lengthy period of time.
4. Volunteers	Positive	Supports volunteers to provide input safely within a high secure environment.
5. Police Scotland	Positive	Helps with recognition in the event of an escape / abscond / other major incident.
6. General Public	Positive	Supports the process of apprehending and returning a patient to the Hospital in the event of an escape / abscond.
4. Have external partners / other relevant stakeholders contributed to this assessment?		
		*No
* If not, please provide rationale		
Internal security related policy.		
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	X		Potential sensitivities re age related facial changes. Families are enabled to update photographs in 'real-time' age and can share images with other members of the family who may be unable to visit.
Disability		X		Potential sensitivities re facial disfigurements.
Gender			X	
Gender Reassignment		X		Potential sensitivities Relating to appearance (e.g. facial hair).
Marriage and Civil Partnership			X	
Pregnancy and Maternity			X	
Race/Ethnicity		X		Potential sensitivities around the beliefs of some communities relating to privacy. Requires translation / interpretation to ensure that those whom do not speak English understand rationale.
Religion and or Belief		X		Potential sensitivities around religious / faith related principles.
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.

This practice applies to all stakeholders. All staff and volunteers are photographed in order to issue photographic I.D. which requires to be worn at all times. Photographs of carers are taken at first visit. All visitors require to produce photographic I.D. as part of the visitor approval process.

Photographing patients is required as part of ensuring the safety and security of all stakeholders and supporting external partners to protect the general public.

These safeguarding measures help to foster good relationships between all relevant parties and promote equality of opportunity for patients who aspire to grounds access approval, for which photographic I.D is required.

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, Estates & Resilience

Date: 16/09/22

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

Approved by Person Centred Improvement Lead

Date: 16/09/22

Comments

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.