

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: Work Related Driving Policy		Date: 21/11/2022
Directorate: Security, Estates & Resilience		
Designation(s) of author(s): Deputy Physical Security 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)	
Increase staff awareness of safety issues associated with work- related driving risks.	To enable The State Hospital (TSH) to meet its obligation to protect staff, so far as is reasonably practicable, from all occupational road risks associated with work-related driving. To comply with legislation, including Road Traffic Act (1988).	
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. Staff	Positive	Helps to protect staff from safety issues associated with work related driving risks. Encourages staff to declare relevant medical conditions / disability / medication which could impair ability to drive safely.
	Negative	Requires staff to insure own vehicles for business use.

2. Patients	Positive	Protects patients from risk of harm associated with work related driving when on Suspension of Detention (SOD) from TSH.
3. Carers	Positive	Provides reassurance that when patients require to leave the Hospital on SOD that robust practice is in place to mitigate against risks associated with work related driving.
4. General public	Positive	Provides reassurance that when patients (particularly those who are unsettled) require to leave the Hospital on SOD that robust practice is in place to mitigate against risks associated with work related driving.
5. Partner organisations including Scottish Government, Forensic Network, Mental Welfare Commission	Positive	Provides reassurance that when patients require to leave the Hospital on SOD that robust practice is in place to mitigate against risks associated with work related driving which comply with legislation and uphold the principles of the Mental Health Scotland Act (2015) and Equality Act (2010) in respect of human rights and equality of treatment.
<p>4. Is a collaborative assessment with external partners required? No</p> <p>* If no, please provide rationale</p> <p>Policy specific to need to drive TSH vehicles with passengers who are patients within a high secure environment whose presentation differs from passengers being driven by staff in other NHS Boards.</p>		
<p>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.</p>		

Protected Characteristic	Positive X	Adverse / Negative X	Neutral X	Identified impact / inequality and rationale, including mitigating practice where appropriate
Age	X			Supports legislation which requires staff over the age of 70 to reapply for their driving licence.
Disability	X			Encourages staff to declare any disability which may impact their ability to undertake work related driving duties.
Gender			X	
Gender Reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy and Maternity			X	
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.

This policy applies equally to any member of staff who may require to drive a vehicle as part of their duties.
Promotes a robust approach to safeguarding the health and wellbeing of all patients and staff travelling in a TSH vehicle for the purposes of transporting patients on SOD outings.

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.

No impact 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 and Resilience

Date: 22/11/22

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

Approved by Person Centred Improvement Lead **Date:** 23/11/22

Comments

Minor update to policy wording. 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 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 Policy Approval Group as sensitive information), content should not include the names of any stakeholders and/or include any information which would identify individuals.