

# 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> IG06 Policy on the Management of Intellectual Property		
<b>Directorate:</b> Medical		<b>Date:</b> 11/01/2023
<b>Designation(s) of author(s):</b> Research and Development Manager		
<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 support the protection and effective exploitation of intellectual property (IP) generated within the State Hospital (TSH) to support the long term improvement of patient care within a Forensic Mental Health setting.	<ul style="list-style-type: none"> <li>Identify training needs in the management and exploitation of IP.</li> <li>Put in place effective procedures for audit and protection of TSH IP.</li> <li>To outline the Services Agreement in place between TSH and InnoScot Health (Formerly SHIL).</li> <li>To protect and respect the moral rights of originators of IP</li> <li>Facilitate the appropriate exploitation of TSH IP to improve patient care and ultimately generate income.</li> </ul>	
<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"/> (*please provide details)		
<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. Staff	Positive	The policy outlines the processes and support in place to enable staff to both

		protect and maximise the benefits gained from the development of IP.		
<b>2. Patients</b>	Positive	Commercial benefits may impact positively on patient care.		
<b>3. Carers/Named Persons</b>	Positive	Commercial benefits may support enhanced carer experience.		
<b>4. Is a collaborative assessment with external partners required?</b> No				
The policy relates solely to the internal arrangements for the management of Intellectual Property. Other than the agreed process with InnoScot Health (Formerly SHIL), that are already defined within the existing Service Level Agreement, this policy has no impact on external partners.				
<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>	X			
<b>Disability</b>	X			
<b>Gender</b>	X			
<b>Gender Reassignment</b>	X			
<b>Marriage and Civil Partnership</b>	X			
<b>Pregnancy and Maternity</b>	X			
<b>Race/Ethnicity</b>	X			
<b>Religion and or Belief</b>	X			
<b>Sexual Orientation</b>	X			

**\*The policy is focused on supporting the protection and benefits realisation of IP for all staff, regardless of any of the protected characteristics.**

**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 provides a clear process for protecting and maximising the benefits gained from IP generated by all staff within the hospital. This ensures that IP generated by staff during the course of their work will be treated in exactly the same way, regardless of staff group or grade, or any other protected characteristic. The maximisation of the benefits derived from the IP generated, should ensure that this IP is supported to both improve clinical practice, and patient/carer experience of care.

**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:** Medical Director

**Date:** 11/01/2023

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

**Approved by Person Centred Improvement Lead**      **Date:** 25/01/2023

**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 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.**