

Equality Impact Assessment

Step 3: Assessment Tool

Name of Policy or Service being assessed:	
Management of Cancer Related Venous Thromboembolism	
Policy version:	Expiry Date:
1	

Directorate:	Haematology/Oncology
Service/Department	Anticoagulation Nurse Service
Head of Service: <i>(who will sign off this EIA)</i>	Dr Savio Fernandes
Lead Officer: <i>(completing this EIA)</i>	Sarah Hughes
Date of EIA	15/04/13

Name and roles of any other people supporting the EIA (e.g. advisory group)
Thrombosis Group
Chaplaincy
Muslim Chaplin

Section 1 – Introduction

<i>Identify the aims of the Policy or Service and rationale behind its delivery and objective or purpose of the policy/service.</i>

What CQC Regulations and Outcomes are covered by this policy/service?	Outcome 1 – Respecting and involving people who uses services Outcome 2 – Consent to care and treatment Outcome 4 – Care and welfare of people who use services Outcome 9 – Management of services Outcome 16 –Assessing and monitoring the quality of service provision
Is the Policy/Service delivered by one department/directorate or in conjunction with other departments, agencies etc? Please state which.	Pharmacy All clinical Areas
State the underlying aims and objectives of the Policy/Service and what it is trying to achieve.	To provide appropriate anticoagulation relating to clinical need
Linked Procedural documents	GUIDELINES ON ANTICOAGULATION USING WARFARIN AND HEPARIN

How is the Policy/Service delivered?

Is there a target group for this Service or Policy?	All clinical staff
Are there any eligibility criteria? If so please state:	No
Is this Service/Policy for in-patient/out-patient/community and Trust staff	All service areas
Is it delivered by staff directly employed by the Trust or Agency Staff?	Both

Section 2 – Data Collection and analysis

The Impact assessment should aim to promote equality across the following nine protected characteristics; as identified in the Equality Act 2010:

- Race
- Sex
- Disability
- Age
- Gender reassignment
- Religion or Belief
- Sexual orientation
- Pregnancy and Maternity
- Marriage and Civil Marriages

Note: Corporate data collection systems may not yet facilitate the collection of data for all these areas. Data collection may vary across service provision. In some instances it may not be possible and/or appropriate to monitor each of the protected characteristics. However, what data exists should be recorded within the assessment and any identify gaps in data within the assessment and the following action undertaken:

- *Where it is possible to proactively commence monitoring of data, to close any gaps that have been identified and include the objective in the action plan.*
- *Where it is not possible or appropriate to gather data on any identified gap this will be recorded on the EIA as a gap and reasons provided for omission of this data.*

In the context of the policy or service being assessed, what equalities monitoring data is collected in relation to the following areas for your service/policy: (Note: this question may be more relevant to service areas than policies, but should initially be applied to both).

	Patients Y/N	Staff Y/N	If Yes, what is collected?
Race	N	N	
Sex	N	N	
Disability	N	N	
Age	N	N	

Gender Reassignment	N	N	
Religion or belief	N	N	
Sexual Orientation	N	N	
Pregnancy and Maternity	N	N	
Marriage and Civil Marriages	N	N	

Based on the above:

What, if any, are the gaps in information and what actions are being taken to close the gaps?	Fatwa presently only available in Arabic
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Section 3 – Broad needs analysis of the Policy or Service area

(Please set out your understanding of the needs of your service users and any barriers to having these needs met and any barriers to accessing and/or delivering your service.)

Does the customer profile of your service reflect the local population (where relevant) or the target group for the service or Policy? (You may wish to refer to information held corporately by the Trust that has been drawn from census data.)	Unknown at present as not required for delivery of service. However IT may be able to Map or compare.
Have the staff working to this policy or within the service received training in Equality and Diversity? How often does this take place?	Yes - 3 yearly
Are there any factors about the policy or the way the service is delivered that could have an impact and have they been addressed? Consider referral routes; physical access; translation and interpreting services etc.	Yes – LMWH derived from porcine products. Fatwa available for information for Muslim patients. Alternative products available for Muslim and Jewish patients if required.
Has the policy/service been subject to any complaints, which involve equality issues?	No
What relevant consultation exercises have been carried out over the last two years and/or are planned in the near future? What are the results? (e.g. Patient Forums, community groups, special interest groups; you may need to consult with groups as part of this assessment or as part of the action plan arising from the assessment)	Muslim Chaplain authorised the Fatwa as current.

Section 4 –Action Plan

What areas of good practice have been identified through the EIA process that could be replicated elsewhere? How have they been implemented?	Fatwa will be made available in translated version
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Section 6 – Monitoring and Review of Policy/Service

<p>The results of the EIA and action plan should be sent to the Medical Service Head, Matron or Head of Department as appropriate, so it can inform service planning and development. [An authorised copy of this EIA must be attached to the relevant Policy when forwarded to the Risk and Assurance Committee.]</p>	<p>Date sent to Medical Service Head, Matron or Head of Department: 15/04/13</p> <p>Date of Policy/Service review:</p> <p>Date sent to Risk and Assurance Committee:</p>
<p>Each Policy/Service will be reviewed for equality impact every three years</p>	<p>Date of next review</p>

Section 7 - Sign-off

Date signed by and signature of; Medical Service Head, Matron or Head of Department

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Signed by (Name) and date signed Policy/Service EIA signed off by Risk and Assurance Committee:

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Date sent to Communications, by (Name) for inclusion onto the HUB and Trust Website:

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For Communications: Authorised by (Name) and Date entered onto HUB and Trust Website:

25th April 2013