

## GUIDELINES EQUALITY IMPACT ASSESSMENT FORM

### RECOMMENDATIONS

As outlined in the [Guidelines Manual](#), NICE has a duty to take reasonable action to avoid unlawful discrimination and promote equality of opportunities. The purpose of this form is to document that equality issues have been considered in the recommendations of a clinical guideline. Please refer to the 'Positively equal guide' for further information on questions to be considered during the development of recommendations.

Taking into account **each** of the equality dimensions below the form needs:

- To confirm that equality issues identified during the scoping stage have been addressed where possible, in the evidence reviews or other evidence underpinning the recommendations
- To ensure the recommendations do not discriminate against any of the equality groups
- To highlight areas where recommendations may promote equality.

This form is completed by the Short Clinical Guidelines Team and the Guideline Development Group **for each guideline** before consultation, and amended following consultation to incorporate any additional points or issues raised by stakeholders.

The final version is presented with the final guideline, signed by the SCG Associate Director and the Guideline Development Group (GDG) Chair, to be countersigned by the GRP chair and the guideline lead from the Centre for Clinical Practice.

<b>EQUALITY CHARACTERISTICS</b>	
<p><b>Age</b></p> <ul style="list-style-type: none"> <li>• Older people</li> <li>• Children and young people</li> <li>• Young adults</li> </ul> <p>Definitions of age groups may vary according to policy or other context</p>	<p><b>Religion or belief</b></p> <ul style="list-style-type: none"> <li>• Religions (e.g. Christian; Muslim; Hindu; Jewish; Sikh; Buddhist)</li> <li>• Denominations or sects within a religion (e.g. Jehovah's Witness; Sufi)</li> <li>• Structured philosophical belief (e.g. atheism; humanism)</li> <li>• Lack of religion or belief</li> </ul>
<p><b>Disability</b></p> <ul style="list-style-type: none"> <li>• Sensory</li> <li>• Learning disability</li> <li>• Mental health</li> <li>• Cognitive</li> <li>• Mobility</li> </ul>	<p><b>Sexual orientation</b></p> <ul style="list-style-type: none"> <li>• Lesbians</li> <li>• Gay men</li> <li>• Bisexual people</li> </ul>
<p><b>Ethnicity</b></p> <p>Asian or Asian British Black or black British People of mixed ethnicity Irish White British Chinese</p>	<p><b>Socio-economic status</b></p> <p>Depending on specific policy context, this may include factors such as:</p> <ul style="list-style-type: none"> <li>• Social exclusion and deprivation associated with geographical areas (e.g. the Spearhead Group of local authorities and PCTs, neighbourhood renewal fund areas).</li> <li>• Inequalities associated with other geographical distinctions (e.g. the North/South divide, urban versus rural).</li> <li>• Inequalities in income, education, health, housing, crime rates or other factors associated with socio-economic disadvantage.</li> </ul>
<p><b>Gender</b></p> <ul style="list-style-type: none"> <li>• Women</li> <li>• Men</li> </ul>	<p><b>Other categories</b></p> <ul style="list-style-type: none"> <li>• Refugees and asylum seekers</li> <li>• Migrant workers</li> <li>• Looked after children</li> <li>• Homeless people</li> </ul> <p>This list is illustrative rather than comprehensive. These groups are not specifically protected under current or forthcoming legislation, but it is good practise to consider their needs. From a legal perspective, people in these groups are likely to fall within one or more of the categories that are specifically protected.</p>
<p><b>Gender identity</b></p> <ul style="list-style-type: none"> <li>• Transsexual people</li> <li>• Transgendered people</li> </ul>	

## **GUIDELINES EQUALITY IMPACT ASSESSMENT FORM: RECOMMENDATIONS**

### **Guideline title: Organ donation**

#### **1. Have the equality areas identified during the scoping stage as needing attention been addressed in the guideline?**

BME Groups and People with differing religious beliefs were identified during the scoping process, as needing attention. No restriction was placed on the evidence reviews and no further or new equalities issues were identified.

Recommendation 1.1.13 recommends that before approaching the family for consent, information regarding the identification of cultural and religious issues that may have an impact on consent should be sought.

#### **2. Do any recommendations make it impossible or unreasonably difficult in practice for a specific group to access a test or intervention?**

N/a

#### **3. Do the recommendations promote equality?**

The recommendations are phrased to promote equality. Recommendation 1.1.13 highlights the need to consider whether family support is required, for example a faith representative, family liaison officer or

trained interpreter and also to identify any cultural and religious issues that may have an impact on consent.

**Signed:**

Nicole Elliott

Gary McVeigh

***SCG Associate Director***

***GDG Chair***

Date: February 2011

Date: March 2011

**Approved and signed off:**

Judith Richardson

Mike Drummond

***CCP Lead***

***GRP chair***

Date: November 2011

Date: September 2011