

1.0.6 DOC EIA

NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

NICE guidelines

Equality impact assessment

Safe staffing for nursing in inpatient mental health settings

The impact on equality has been assessed during guidance development according to the principles of the NICE equality policy.

1.0 Scope: before consultation (To be completed by the developer and submitted with the draft scope for consultation)

1.1 Have any potential equality issues been identified during the development of the draft scope, before consultation, and, if so, what are they?

(Please specify if the issue has been highlighted by a stakeholder)

Equality issues have been considered throughout the scoping process.

Ethnicity, age, disability, sexuality, socio-economic status, religious beliefs, non-English speakers and being a member of a social minority (e.g. migrants, asylum seekers, travellers) may all influence rates of access to mental health inpatient services. These factors may also influence the level of nursing staff required to provide safe care.

1.2 What is the preliminary view on the extent to which these potential equality issues need addressing by the Committee? For example, if population groups, treatments or settings are excluded from the scope, are these exclusions justified – that is, are the reasons legitimate and the exclusion proportionate?

Consideration of the impact of equality issues on the provision of safe care to all patients is an integral part of standard nursing practice. As such, considering equality issues that may influence the provision of safe staffing forms an integral part of the scoping document and will form an integral part of the evidence reviewed by the committee.

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The impact of social complexity and case mix of patients on safe nursing staff levels is an integral part of the scoping document and will form an integral part of the evidence reviewed by the committee process.

There are no exclusions within the scope that require justification.

The following subgroups of the population may be considered separately depending on the evidence available and discussions of the committee;

- Adults
- Children and young people
- Older adults
- Service users who are formally admitted to mental health inpatient services under the mental health act
- Service users who are involved with the criminal justice system

Completed by Developer: Abi Senthinathan, Technical Analyst Safe Staffing Guidelines

Date: 26th November 2014

Approved by NICE quality assurance lead: Lorraine Taylor, Associate Director Safe Staffing Guidelines

Date: 26th November 2014

2.0 Scope: after consultation (To be completed by the developer and submitted with the final scope)

2.1 Have any potential equality issues been identified during consultation, and, if so, what are they?

In addition to the equalities issues identified before consultation, there may be potential issues around;

- Gender of patients and nursing staff providing care in inpatient mental health settings
- People with learning difficulties and mental health problems
- People with dementia and mental health problems
- People with English as a second language

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2.2 Have any changes to the scope been made as a result of consultation to highlight potential equality issues?

No additional changes have been made, however, all patients admitted to the specified inpatient mental health setting will be covered. A review question is included to allow the committee to fully consider the impact of all patient factors, including the additional factors identified at the scope consultation stage on safe staffing levels. These potential equality issues may be considered separately depending on the evidence available and discussions of the committee.

2.3 Is the primary focus of the guideline a population with a specific disability-related communication need?

If so, is an alternative version of the 'Information for the Public' document recommended?

If so, which alternative version is recommended?

The alternative versions available are:

- large font or audio versions for a population with sight loss;
- British Sign Language videos for a population who are deaf from birth;
- 'Easy read' versions for people with learning disabilities or cognitive impairment.

The guideline covers all patients admitted to the specified inpatient mental health setting but is not aimed specifically at a population with a disability-related communication need. While the population may include people with learning difficulties or cognitive impairment, the guideline is aimed at healthcare professionals therefore an alternative version may not be needed.

Completed by Developer: Abi Senthinathan, Technical Analyst Safe Staffing Guidelines

Date: 7th January 2015

Approved by NICE quality assurance lead: Lorraine Taylor, Associate Director Safe Staffing Guidelines

Date: 4th February 2015

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3.0 Guideline development: before consultation (to be completed by the developer before draft guideline consultation)

3.1 Have the potential equality issues identified during the scoping process been addressed by the Committee, and, if so, how?

3.2 Have any **other** potential equality issues (in addition to those identified during the scoping process) been identified, and, if so, how has the Committee addressed them?

3.3 Were the Committee's considerations of equality issues described in the consultation document, and, if so, where?

3.4 Do the preliminary recommendations make it more difficult in practice for a specific group to access services compared with other groups? If so, what are the barriers to, or difficulties with, access for the specific group?

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3.5 Is there potential for the preliminary recommendations to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

3.6 Are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to services identified in questions 3.1, 3.2 or 3.3, or otherwise fulfil NICE's obligation to advance equality?

Completed by Developer _____

Date _____

Completed by Committee Chair _____

Date _____

Approved by NICE quality assurance lead

Date _____

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4.0 Final guideline (to be completed by the Developer before GE consideration of final guideline)

4.1 Have any additional potential equality issues been raised during the consultation, and, if so, how has the Committee addressed them?

4.2 If the recommendations have changed after consultation, are there any recommendations that make it more difficult in practice for a specific group to access services compared with other groups? If so, what are the barriers to, or difficulties with, access for the specific group?

4.3 If the recommendations have changed after consultation, is there potential for the recommendations to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

4.4 If the recommendations have changed after consultation, are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to services identified in questions 4.2, 4.3 and 4.4, or otherwise fulfil NICE's obligations to advance equality?

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4.5 Have the Committee's considerations of equality issues been described in the final guideline document, and, if so, where?

Updated by Developer _____

Date _____

Updated by Committee Chair _____

Date _____

Approved by NICE quality assurance lead

Date _____

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5.0 After Guidance Executive amendments – if applicable (To be completed by appropriate NICE staff member after Guidance Executive)

5.1 Outline amendments agreed by Guidance Executive below, if applicable:

Approved by Developer _____

Date _____

Approved by Committee Chair _____

Date _____

Approved by NICE quality assurance lead

Date _____

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NICE guidelines

Equality report EIA analysis form

[Title of guideline]

Product Code									
Title / Topic									
If equality issues identified, how many?									
What was the breakdown of identified equality issues, by protected, socioeconomic, or 'other' characteristic?									
Age	Disability	Gender reassignment	Pregnancy maternity	Race	Religion or belief	Sex	Sexual orientation	Socio-economic	Other
How many issues had an impact on recommendations?									
If equality issues were identified, summarise what they were									
What was the breakdown of equality issues with an impact on recommendations?									

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Age	Disability	Gender reassignment	Pregnancy maternity	Race	Religion or belief	Sex	Sexual orientation	Socio-economic	Other
<p>If equality issues had impacts on recommendations, summarise these impacts</p>									