

NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

NICE guidelines

Equality impact assessment

Social work for adults with complex needs

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

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

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

Throughout the guideline there is an emphasis on holistic social work interventions which treat people with respect and dignity (see for example recommendation 1.1.1). Communication needs, listening to the person's life story and being aware of and responding to any disadvantage or discrimination that the person with complex needs had to deal with is also explicitly highlighted (see recommendation 1.1.2 and 1.1.5). Being able to ask people with complex needs about their personal and social identity as well as circumstances or experiences is also recognised as important (see recommendation 1.1.11).

The principles of social work section (recommendations 1.1.1 to 1.1.15) specifically highlight an approach that is individualised and non-judgemental recognising that people with complex needs may face multiple forms of disadvantage that may interact and compound each other.

Recommendation 1.1.8 and Box 1 specifically focuses on the groups that may face inequalities highlighted in EIA sections 1.0 and 2.0. It is highlighted that reasonable adjustments should be made where possible to address peoples' needs and that they should be considered in the planning of care.

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?

- Living in rural and isolated areas

These were also listed in recommendation 1.1.8 and the importance of planning and making adjustments for these circumstances was highlighted.

3.3 Have the Committee's considerations of equality issues been described in the guideline for consultation, and, if so, where?

They have been outlined in the related rationale section of the guideline (see in particular the rationale for 'Principles of social work for adults with complex needs') and also highlighted in the 'committee's discussion of the evidence' sections of evidence report F.

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?

No, they do not.

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?

No, there is no potential for this.

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 box 3.4, or otherwise fulfil NICE's obligation to advance equality?

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Not applicable.