

Full Impact Assessment Template- BHFT

1. Identify all the aims of the policy (Screening exercise) (Aim, Objectives, Outcomes, Lead, who does it affect,

Children's Community Nursing Service -Alison Outhwaite

To provide high quality nursing care for children with complex care needs in their own home

Children aged 16 or under (19 if the patient needs are very complex) and their families

Outcomes; High quality care to the child and families satisfaction.

A reduction in the need for hospital admission.

Support timely discharge.

A seamless and high quality patient journey.

Ease of access.

Co-ordinated multi-disciplinary team approach.

2. Consider the evidence (Diversity groups, Objective/factual evidence, what are the actual outcomes considering the evidence

Language barriers – 4% of the current case mix are from an ethnic minority background. The service can access the hospital interpretation service however is often reliant of family members.

Transport – families of the periphery are less likely to have access to a car when they need to attend hospital following a visit from the community nurse. This could result in high transport costs.

Gender – All of the community nurses are female although a male nurse could be accessed if requested. The impact of this on male adolescents is currently unknown.

Religion – All of the community nurses are Christian, although they have had some training on other religions the impact of this on the children and their families is currently unknown.

The department needs to undertake an Equal opportunity analysis of clients and their families- this information to be compared against local demographics- collate language/communication/access needs

3. Assess any likely impact (Differential Impact, direct or indirect, Positive action)

The EOP analysis to support future action on service change and responsiveness

The initial screening had identified;

Race- differential Impact

Class- differential impact

Gender- differential impact

Religion- differential impact

4. Consider alternatives (Proposing actions)

Race- Access interpreters – when arranging appointment identify language/ communication needs - book interpreter
 Class- advice/infor- public transport/ assess feasibility local clinics /also scope funding for families on benefits/ disabled children
 Gender- male nurse available however further scoping required
 Religion-guidelines to be developed on needs of various religious groups- when providing care in the community and when they access hospital care

5. Consultation (consult on those likely to be affected by the policy)

Race; identify language needs/dialects- and inform service providers of need
 Class; consultation with local communities concerning access to the service and barriers
 Gender- undertake consultation with identified groups to research if there is a impact
 Religion- undertake consultation regarding religious needs- pray times/ diet etc

6. Decide whether to adopt the policy (Make monitoring arrangements, Publish assessments)

Base your decision on four factors: The aims of the policy, The evidence you have collected, The results of your public involvement and consultations, The relative merits of alternative approaches.

Equality Impact Assessment Action Plan

Issues identified	Action required to be taken	How will the impact be measured	Lead /timescales
Race; identify language needs/dialects- and inform service providers of need	ED group Consultation	Monitoring in place- access interpreters Evaluation	
Class; consultation with local communities concerning access to the service and barriers	As above	Access to services – postcodes Complaints	
Gender- male nurse available however further scoping required	As above	Monitoring - requests	
Religion-guidelines to be developed on needs of various religious groups- when providing care in the community and when they access	As above	Staff sharing good practice Requests- in hospital care – pray facilities	

hospital care			
Objective/ factual data required	Equal Opportunities monitoring to commence	EOP database-compared against population	