

# Equality Impact Assessment Brief Impact Assessment (Form 1)

**This is a legal document as set out in the Equality Act (2010) and the Equality Act 2010 (Specific Duties)(Scotland) regulations 2012 and may be used as evidence for cases referred for further investigation for compliance issues.**

Completing this form helps you to decide whether or not to complete to a full EQIA  
Consideration of the impacts using evidence / public or patient feedback etc is necessary

**Title** Heel Prick Blood Sampling Teaching Pack

**Question 1: Lead Assessor’s contact details**

<b>Name</b>	Pauline Clemison	<b>Tel. No</b>	07799582863
<b>Job Title:</b>	Community Children’s Nurse	<b>Ext:</b>	N/A
<b>Department</b>	CYPCNS	<b>Email</b>	Pauline.clemison@nhs.scot

**Question 2: Which Service, Dept, Group or Committee is responsible for carrying out the Standard Impact Assessment?**

<b>Name</b>	Children and Young People’s Community Nursing Service – CYPCNS
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**Question 3: What is the scope for this EQIA? (Please x)**

NHS		NHS Fife Acute		NHS Fife Corporate	
HSCP		Service specific	X	Discipline specific	

**Question 4:**

Describe the aim and purpose of the policy, policy review, existing or new service, redesign, new build, new project or program.

<b>Aim</b>	To ensure a safe service and delivery of training
<b>Purpose</b>	To support parents to deliver the treatment safely and effectively at home

**Question 5:****Identifying the Impacts in brief**

Consider any potential Impacts whether positive and/or negative including **social and economic impacts** and human rights. Please note, in brief, what these may be, if any.

<b>Relevant Protected Characteristics</b>	<b>Impacts negative and positive Social / Economic Human Rights</b>
<b>Age</b> - children and young people, adults, older age	<b>Better protection for Children and Young People at home</b>
<b>Disability</b> - mental health, neurological, physical, deaf, hard of hearing	<b>Complex Health care needs – improves health &amp; Safety process</b>
<b>Race</b> - black and ethnic people including Gypsy Travellers, racism by cast	<b>Will ensure NHS Fife Equality Statement is visible</b>
<b>Sex</b> - women and men	<b>No anticipated impact</b>

<b>Sexual Orientation</b> - lesbian, gay, transgender or bisexual	<b>No anticipated impact</b>
<b>Religion and Belief or Spiritual Care</b>	<b>No anticipated impact</b>
<b>Gender Reassignment</b> – transitioning pre and post transition regardless of Gender Recognition Certificate	<b>No anticipated impact</b>
<b>Pregnancy and Maternity</b> – including breastfeeding	<b>No anticipated impact</b>
<b>Marriage and Civil Partnership</b>	<b>No anticipated impact</b>

**Question 6:**

If necessary- please include in brief evidence or relevant information, local or national, that have influenced the decisions being made (this could include demographic profiles, audits, research, published evidence, and health needs assessment, work based on national guidance or legislative requirements, complaints etc). Any evidence /data that support's your assessment can be inserted into the box below.

**Please enter evidence/data links :**

**N/A**

**Question 7:**

Have you consulted with staff, public, service users, children and young people and others to help assess for Impacts?

(Please tick)

Yes	X	No	
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If yes, **who** was involved and **how** were they involved?

If not, why not, was this necessary? Do you have feedback, comments/complaints etc that you are using to learn from, what are these and what do they tell you?

**Who did you ask? When and how? Did you refer to feedback, comment or complaints etc?**

**Nurse Manager / Team Leader / CCN's / Community Staff Nurse – all given an opportunity to comment on process through discussions and reviewing of paperwork**

**Question 8:****Meeting the Public Sector Duty as part of the Equality Impact Assessment**

Please provide a rationale to support the results of the Brief Impact Assessment, in that due consideration has been given to the following; you can add in the positive outcomes and the negative ones

- **Eliminate unlawful discrimination, harassment and victimisation**
- **Advance equality of opportunity between different groups; and**
- **Foster good relations between different groups**

What we must do	Provide a description or summary of how this work does contribute to or achieve
Eliminate discrimination	NHS Fife Equality Statement Visible
Advance equality of opportunity	NHS Fife Equality Statement Visible
Foster good relations	NHS Fife Equality Statement Visible Builds confidence with Parents/Carers

**Question 9:**

If you believe your service is doing something that 'stands out' as an example of good practice - for instance you are routinely collecting patient data on sexual orientation, race, religion and belief etc. - please use the box below to describe the activity and the benefits this has brought to the service. This information will help others consider opportunities for developments in their own services.

N/A
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### Question 10:

**Has your brief assessment been able to demonstrate the following and why?**

**Option 1:** No major change (where no impact or potential for improvement is found, no action is required)

**Option 2:** Adjust (where a potential or actual negative impact or potential for a more positive impact is found, make changes to mitigate risks or make improvements)

**Option 3:** Continue (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified, continue without making changes)

**Option 4:** Stop and remove (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issues can be addressed)

<b>Explain decision</b>
<p><b>Option 1 No action</b></p> <p>Option 1: No major change (where no impact or potential for improvement is found, no action is required)</p> <p><b>This is to improve health and safety aspects to a child/young person's care and we have included the NHS Fife Equality Statement in checklist, which parent/carer will see</b></p>
<p><b>Option 2 Adjust</b></p> <p>Option 2: Adjust (where a potential This is to improve health and safety aspects to a child/young person's care and we have</p>
N/A


<b>Option 3</b> Option 3: Continue (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified, continue without making changes)
<b><u>N/A</u></b>
<b>Option 4</b> Stop and remove (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issues can be addressed) <b>N/A</b>  <b>All large scale developments, change, planning, policy, building, etc must have an EQIA</b>


If you have identified that a full EQIA is required then you will need to ensure that you have in place, a working group/ steering group/ oversight group and a means to reasonably address the results of the Impact Assessment and any potential adverse outcomes at your meetings.

For example you can conduct stage 2 and then embed actions into task logs, action plans of sub groups etc and identify lead people to take these as actions.

Stage 2 require public involvement and participation.

You should make contact with patient relations dept to request community and public representation, and then contact the Scottish Health Council to discuss further support for participation and engagement.

<b>To be completed by Lead Assessor</b>	
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<b>Signature</b>	
<b>Date</b>	<b>17/05/22</b>

<b>To be completed by Equality and Human Rights Lead officer – for quality control purposes</b>	
<b>Name</b>	<b>Mark Evans, Head of Spiritual Care</b>
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<b>Signature</b>	
<b>Date</b>	<b>30<sup>th</sup> June 2022</b>

**Return to Equality and Human Rights Lead Officer at**  
**[Fife.EqualityandHumanRights@nhs.scot](mailto:Fife.EqualityandHumanRights@nhs.scot)**