

**NHS Greater Glasgow and Clyde  
Equality Impact Assessment Tool For Strategy, Policy and Plans**

**It is essential to follow the EQIA Guidance in completing this form**

**Name of Strategy, Policy or Plan**

NHS Greater Glasgow and Clyde's Living and Dying Well Implementation Plan, Rehabilitation & Assessment Directorate

**Please tick box to indicate if this is a :**    **Current Strategy, Policy or Plan**     **New Strategy, Policy or Plan**

**Brief description of the above: (Please include if this is part of a Board-wide Strategy, Policy or Plan or is locally determined).**

'Living and Dying Well' is a national action plan that aims to ensure that good palliative and end of life care is available to all patients and families who need it in a 'consistent, comprehensive, appropriate and equitable manner across all care settings in Scotland'. The plan is intended to ensure that palliative and end of life care services are: patient centred, safe, effective, efficient, equitable and timely. This EQIA is reviewing NHS Greater Glasgow and Clyde's Living and Dying Well Implementation Plan and includes Managed Care Networks (MCN), Community Health Partnerships (CHP's), Acute Hospitals, Hospices, Pharmacy and EQIPU (the central store).

**Who is the lead reviewer and where based?**

Jan Whyte, Planning Manager, Rehabilitation and Assessment Directorate, Southern General Hospital.

**Please list the staff groupings of all those involved in carrying out this EQIA  
(when non-NHS staff are involved please record their organisation or reason for inclusion):**

Planning Manager, Rehabilitation and Assessment Directorate; Information Officer, Rehabilitation and Assessment Directorate; District Nurse, Gorbals Health Centre; Clinical Service Manager, Beatson; Assistant Senior Nurse, South West Community Health Care Partnership; Head of Chaplaincy; Senior Nurse (Adults), Renfrewshire Community Health Partnership; Head of Nursing, Rehabilitation and Assessment Directorate; Planning Officer, Rehabilitation and Assessment Directorate; Area Pharmacy Specialist; Service, Co-ordinator; Nurse Consultant for Children and Young People; Health Improvement Senior; Acute Planning; General Manager, Rehabilitation and Assessment Directorate; Senior Nurse, West Community Health Care Partnership; Occupational Therapy Team Leader; Quality Co-ordinator and Equality and Diversity Assistant.

Consultant, St Vincent's Hospice; Consultant, Prince and Princess of Wales' Hospice; Director of Care, Ardgowan Hospice; Senior Officer, Social Work Services; Nurse Service Manager, Marie Curie Hospice; Director of Care Services, St Margaret's of Scotland Hospice.

## Impact Assessment – Equality Categories

Equality Category	Positive Impact	Negative Impact
<p><b>Gender</b></p>	<p>Gender data will be recorded and monitored.</p> <p>NHS Greater Glasgow and Clyde have undertaken a Health Needs Assessment which incorporates gender.</p>	<p>The implementation plan does not have an equality and diversity statement.</p> <p>The report from the Health Needs Assessment is not yet available to incorporate the findings into this Implementation Plan</p>
<p><b>Ethnicity</b></p>	<p>The Implementation Plan recognises the importance of providing information in a range of languages and in different locations.</p> <p>Ethnicity data will be recorded and monitored.</p> <p>The Single Shared Assessment will include any communication issues.</p> <p>NHS Greater Glasgow and Clyde have undertaken a Health Needs Assessment which incorporates ethnicity.</p>	<p>The Implementation Plan does not include any reference to NHS Greater Glasgow &amp; Clyde's Interpreting Policy and Procedure.</p> <p>The report from the Health Needs Assessment is not yet available to incorporate the findings into this Implementation Plan.</p>
<p><b>Disability</b></p>	<p>The web page is visually friendly and has been approved by people with visual impairments.</p> <p>Specific implementation plans for people with learning disabilities will be developed.</p> <p>The Implementation Plan recognised the importance of providing information in a variety of formats and in different locations.</p> <p>The Patient's Single Shared Assessment will include any additional needs.</p>	<p>The Implementation Plan does not include any reference to NHS Greater Glasgow and Clyde's Communication Support and Language Plan to ensure that people's communication needs are met.</p> <p>Section 2.6 which refers to minority groups does not include any reference to people with disabilities.</p> <p>The report from the Health Needs Assessment is not</p>

	NHS Greater Glasgow and Clyde have undertaken a Health Needs Assessment which incorporates disability.	yet available to incorporate the findings into this Implementation Plan.
<b>Sexual Orientation</b>	The Implementation Plan is focused on the individual and their needs and wishes being accommodated where possible.	Section 2.6 which refers to minority groups does not include any reference to people who may be lesbian, gay or bisexual.
<b>Religion and belief</b>	<p>The Implementation Plan recognises the importance of the person's spiritual needs.</p> <p>The Implementation Plan recognises that cultural and religious beliefs should be respected.</p> <p>The Implementation Plan involves Reviewing existing bereavement support, establishing gaps and agreeing equitable access.</p> <p>Advanced Care Planning (ACP) will include physical, health improvement, psychological social and spiritual aspects of patient wellbeing and consider carer's needs.</p> <p>Religion will be recorded and monitored.</p> <p>It is anticipated that there will be a National Bereavement Strategy Developed.</p> <p>NHS Greater Glasgow and Clyde have undertaken a Health Needs Assessment which incorporates religion and belief.</p>	<p>There are gaps in available NHS Greater Glasgow and Clyde's services in relation to Bereavement Services.</p> <p>There is no reference to NHS Education for Scotland's Multi-Faith Resource for Healthcare Staff.</p> <p>Section 2.6 which refers to other groups does not include any reference to people's religion or beliefs.</p> <p>The report from the Health Needs Assessment is not yet available to incorporate the findings into this Implementation Plan.</p>
<b>Age (Children/Young People/Older People)</b>	Specific implementation plans for children and young people will be developed.	

	<p>Specific implementation plans for older people with mental health issues will be implemented.</p> <p>Age will be recorded and monitored.</p> <p>NHS Greater Glasgow and Clyde have undertaken a Health Needs Assessment which incorporates age.</p>	<p>The report from the Health Needs Assessment is not yet available to incorporate the findings into this Implementation Plan.</p>
<b>Social Class/Socio-Economic Status</b>	<p>NHS Greater Glasgow and Clyde have undertaken a Health Needs Assessment which incorporates socio economic status.</p>	<p>The report from the Health Needs Assessment is not yet available to incorporate the findings into this Implementation Plan.</p>
<b>Additional marginalisation</b>	<p>Not applicable</p>	<p>No negative impact identified The report from the Health Needs Assessment is not yet available to incorporate the findings into this Implementation Plan.</p>
<b>All</b>	<p>The implementation takes cognisance of the Liverpool Care Pathway for the dying patient which is an integrated pathway designed to manage the care of a person in the last days or hours of life. It addresses physical, spiritual and psychological needs of patients and families whilst facilitating effective communication. It transfers the hospice model of care into the community setting with the potential to improve end of life care for people dying at home.</p> <p>The implementation plan includes an audit of carer's centre awareness of palliative care and the resources available.</p> <p>A consistent Do Not Attempt Resuscitation (DNAR) Policy is being adopted across Acute Hospitals, Community Services and hospices. This policy has been Equality and Diversity Impact Assessed.</p>	<p>Although the Do Not Attempt Resuscitation Policy has Equality and Diversity Impact Assessed the Implementation Plan has not.</p>

	<p>Advance Care Planning (ACP) will be used to develop better communication and recording of decisions.</p> <p>Develop 'rapport' type training for initiating difficult conversations.</p> <p>Just in case box – a box with additional medicine that allows the patient to remain at home if they wish</p>	<p>The Implementation Plan will define the competencies required to deliver different aspects of training but does include any reference to Equality and Diversity competencies.</p>
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<b>Actions to address negative impacts</b>	<b>Date for completion</b>	<b>Who is responsible?(initials)</b>
<b>Cross Cutting Actions</b>		
<p><b>Specific Actions</b></p> <p>Include an equality and diversity statement in the Implementation Plan e.g.:            ..recognises the diversity of life circumstances of people who will need palliative and end of life care and which is responsive to these circumstances, whether they relate to age, disability, gender, race, religion or belief or sexual orientation.</p> <p>Incorporate the findings from NHS Greater Glasgow and Clyde's Health Needs Assessment into the Implementation Plan to influence service delivery.</p> <p>Ensure that the Implementation Plan makes reference to NHS Greater Glasgow and Clyde's Interpreting Policy and Procedure.</p> <p>Ensure that the Implementation Plan makes reference to NHS Greater Glasgow and Clyde's Communication Support and Language Plan.</p> <p>Expand section 2.6 to include references to people with disabilities; people who are lesbian, gay and bisexual and people's religion or belief.</p> <p>Ensure that there are links on the Palliative Care website to relevant policies and procedures i.e. NHS Greater Glasgow and Clyde's Interpreting Policy and Procedure and the Communication Support and Language Plan.</p>	<p>Dec 09</p> <p>Dec 09</p> <p>Dec 09</p> <p>Dec 09</p> <p>Dec 09</p> <p>Dec 09</p>	<p>JW</p> <p>JW/JC</p> <p>JW</p> <p>JW</p> <p>JW</p> <p>PC</p>

Ensure that any Living and Dying Well Training incorporates Equality and Diversity components.(e.g. Spiritual Care Training).	Dec 09	SB/IW
Clarify if the Do Not Attempt Resuscitation Implementation Plan has been Equality and Diversity Impact Assessed.	Jan 10	EP
<b>Ensure that all local implementation plans incorporate the actions from this EQIA.</b>	Dec 09	JW

**Ongoing Review. Please write the date when the policy and EQIA will be reviewed.**

The documents will be reviewed in September 2010

**Lead Reviewer: Name: Jan Whyte**  
**Sign Off: Job Title: Planning Manager**  
**Signature**  
**Date: 26<sup>TH</sup> October.**

**Please email copy of the completed EQIA form to [irene.mackenzie@ggc.scot.nhs.uk](mailto:irene.mackenzie@ggc.scot.nhs.uk)**

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