

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 Faith and Belief Community Manual, Rehabilitation and 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).

NHS Greater Glasgow and Clyde's Faith and Belief Community Manual is being created to replace the different Religions and Cultures Manuals which currently exist in some parts of the organisation; the new manual will be in all areas. This manual is a reference guide for staff about the needs, in a healthcare context, of patients from faith and belief groups.

The content of the original Religions and Cultures Manuals was written by faith communities. This has been revised in conjunction with them.

Who is the lead reviewer and where based?

Blair Robertson, Head of Chaplaincy, NHSGG&C, Chaplaincy Centre, 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):

Head of Chaplaincy; Healthcare Chaplain x 3; Faith representative; Quality Co-ordinator; Equality and Diversity Assistant.

Apologies were received from: Clinical Midwife Specialist; Oncology Nurse; Practice Education Facilitator.

Impact Assessment – Equality Categories

Equality Category	Positive Impact	Negative Impact
All	<ul style="list-style-type: none"> • The manual acknowledges that NHS Greater Glasgow and Clyde has a 'commitment to ensuring that spiritual care, which includes religious care, is provided in an equal and fair way to those of all faith communities and of none'. (introduction). • The manual recognises that 'research also suggests that faith and religious practice play an important part in the well-being of patients and service users'. • The manual recognises that 'each person should be regarded as an individual, and those responsible for their care and treatment should try to establish what their views, preferences and needs are'. • The manual states that 'chaplains are available to support any person, regardless of faith, belief or background'. 	<ul style="list-style-type: none"> • Remove all abbreviations from the manual. • The manual needs to state that all deceased patients must go the mortuary. There is also no references to other death polices such as the Removal of the Body Out of Hours.
Gender	<ul style="list-style-type: none"> • When gender is important in relation to certain aspects of patient healthcare these are mentioned in the appropriate religious sections. 	<ul style="list-style-type: none"> • The manual contains gender pronouns.
Ethnicity	<ul style="list-style-type: none"> • No impact identified. 	<ul style="list-style-type: none"> • No negative impact identified.
Disability	<ul style="list-style-type: none"> • The Chaplains had consulted with staff from Mental Health to check if the manual would be helpful for them. It was decided against having a specific section on mental health as this may be seen as 'stigmatising'. 	<ul style="list-style-type: none"> • No negative impact identified

<p>Sexual Orientation</p>	<ul style="list-style-type: none"> • The manual states that 'chaplains are available to support any person, regardless of faith, belief or background'. 	<ul style="list-style-type: none"> • It may be helpful to say that religious attitudes towards sexuality will vary.
<p>Religion and belief</p>	<ul style="list-style-type: none"> • In the introduction, statistics for the following faith groups in Scotland are included: Buddhist; Hindu; Muslim; Christian; Jewish; Sikh. • The manual includes information about the following faiths; Baha'i; Buddhism; Christianity; church of the Latter-day Saints (Mormon); Hinduism; Humanism; Islam; Jehovah's Witnesses; Judaism's; Paganism and Sikhism. • The manual includes information about worship; diet; fasting; ablutions and toileting; ideas of modesty; attitudes to medicines; blood transfusions; family planning; birth; death and dying; euthanasia and suicide and key contacts for each faith community. • The manual contains contact telephone numbers for the different Chaplaincy Centres; includes information about making referrals and that most hospitals have quiet rooms which can be used for prayer. • The information about the different beliefs was provided by the different communities. • Paganism is included for the first time. 	<ul style="list-style-type: none"> • There are no statistics for the following faith groups: Bahai; The Christian Science Church; Humanism; The Church of Jesus Christ of Latter-Day Saints; Paganism. • The introduction does not mention that Holy Books can be accessed through the Chaplaincy Service. Each faith section does not consistently mention Holy Books. • There is limited information about Ablutions in the Baha'i section. • The Baha'l section does not have any contact telephone numbers although there is a website. • The Christianity section makes reference to recent statements regarding suicide from the Catholic Church in England and Wales but not Scotland. • In the Hinduism section the term 'prasad' is not explained. • In the Islam section the importance of ablutions before prayer is not mentioned. • The Islam section does not mention that patients may be concerned about what ingredients are used in medication. • The directions for Qiblah are still to be included in the Islamic section. • There is further clarity regarding the Ahmadiyya Muslim Association. • In the Islam Section, Ramadan is included under Fasting. • The Islam and Judaism Section does not

		<p>include any information about Halal and Kosher meals being available for in-patients.</p> <ul style="list-style-type: none"> • The Church of Jesus Christ of Latter-Day Saints still needs to be updated. • The Sikh section needs to include more information about the 5k's. • There are inconsistencies in the use of headings throughout each faith section.
Age (Children/Young People/Older People)	<ul style="list-style-type: none"> • No impact identified. 	<ul style="list-style-type: none"> • The manual does not have specific sections about children. (Previous Religion and Belief manuals had included specific information about children. • The manual makes no reference to Older people perhaps being more devout.
Social Class/ Socio-Economic Status	<ul style="list-style-type: none"> • Not applicable 	<ul style="list-style-type: none"> • Not applicable
Additional marginalisation	<ul style="list-style-type: none"> • Not applicable 	<ul style="list-style-type: none"> • Not applicable

Actions to address negative impacts

Actions to address negative impacts	Date for completion	Who is responsible?(initials)
Cross Cutting Actions		

<p>Specific Actions</p> <ul style="list-style-type: none"> • Include an information sheet on how to use the manual. • Contact the Scottish Interfaith Council to see if they have statistics for the different faith groups. • Include a section that all deceased patients must go the morgue before they can be released and cross reference to other appropriate policies. • Ensure that the manual is visually friendly. • Remove all gender pronouns. • Send a copy of the section on Islam to the Muslim Council of Scotland. • Check the section on ablutions for Baha'i and include contact telephone numbers. • Clarify if the Catholic Church in Scotland has made any statements regarding suicide. • Explain what the term 'prasad' means. • In the Islam section ensure that there is reference to the importance of ablutions before prayer; expand the attitudes to medicine section to make reference to the fact that some patients may be concerned about the ingredients used in medication. • Clarify that the Ahmadiyya Muslim Association may only apply to a small number of Muslims. • The directions for Qiblah are still to be included in the Islamic section. • Have a specific section on Ramadan. • Include information that Halal and Kosher meals are available upon request for in-patients. • The Church of Jesus Christ of Latter-Day Saints still needs to be updated. • Check that all pertinent information from Yorkhill's manual has been incorporated into the updated version. • Ensure there is consistency in the headings in each section i.e. Worship; Diet; Fasting; Festivals; Holy Books; Prayers; Afterlife; Ablutions and toilet; ideas of modesty; Blood transfusion; transplants; family planning; birth; other matters of significance; death and dying; euthanasia and suicide; post-mortems. 	<p>All to be completed by the end of April 2010. Note the following:</p> <ul style="list-style-type: none"> • Faith group stats not available from SIFC as not all are members. • All sections sent to NHS Board Spiritual Care Committee faith reps. • Information on Ramadan has been kept within main body of text to avoid repetition. 	<p>BR and KF</p>

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

The Manual will have periodical updates to the contact details, when there are sufficient to warrant distribution of the material. It is hoped that the information on the needs, customs and beliefs of faith and belief groups will not require revision.

Lead Reviewer: Name: Blair Robertson
Sign Off: Job Title: Head of Chaplaincy and Spiritual Care
Signature: *Blair Robertson*
Date: 24 May 2010

Please email copy of the completed EQIA form to irene.mackenzie@ggc.scot.nhs.uk

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