

**NHS Greater Glasgow and Clyde
Equality Impact Assessment Tool For Frontline Patient Services**

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

Name of Current Service/Service Development/Service Redesign:

Play Service at Royal Hospital for Sick Children (RHSC)

Please tick box to indicate if this is a : **Current Service** **Service Development** **Service Redesign**

Brief description of the above: (Please include if this is part of a Board-wide service or is locally determined).

The Play Service provides basic play for children of all ages whether inpatients, outpatients or day cases and also provides preparation for procedures before, during and after the procedure as appropriate. This includes a referral based service. Additional activities include the co-ordination of celebrity visits, regular visitors e.g. Clown Doctors and responsibility for donations to the service.

The service is based in RHSC and only supports patients there.

Who is the lead reviewer and where based?

Marjorie Gillies, Senior Nurse (Patient Services)

**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):**

2 Senior Play Specialists; Play Assistant; HR Manager; Senior Staff Nurse; 3 Play Specialists; Nursery Nurse; Ward Manager; Nurse Practitioner; Equality Programme Lead; Equality & Diversity Assistant

Impact Assessment – Equality Categories

Equality Category	Existing Good Practice	Remaining Negative Impact
Gender	<ul style="list-style-type: none"> • All children are treated as individuals • A male youth worker is available two days per week through Culture and Sport. There are male auxiliaries. 	<ul style="list-style-type: none"> • All play specialists and assistants are female. • The Play Services conduct monthly statistics but gender isn't recorded.
Ethnicity	<ul style="list-style-type: none"> • Multi-cultural toys are available in every ward and department. • Interpreters can be booked when required. • Staff can access common phrases when required e.g. British Red Cross Manual. • Staff can use picture cards to communicate with children e.g. a picture of a drink, sandwich etc. • In emergencies, the staff can access a list of staff that speak other languages or contact Anniesland College language department. 	<ul style="list-style-type: none"> • Play Services do not always manage to replace or update these toys regularly. Some ward play services can access the ward funds but there is no consistent approach. • Interpreters are only booked for certain times e.g. ward rounds. Play staff are not aware of interpreting policies and procedures.
Disability	<ul style="list-style-type: none"> • Some toys are available for children with additional needs. • There is a snoozlim (multisensory room) in one ward. • Play rooms are wheelchair accessible and have space for beds too. • Bedside phones are in place with free calls available to other beds • British Sign Language interpreters can be booked when required. 	<ul style="list-style-type: none"> • There are a limited number of toys available as sensory toys are expensive to buy. • Not every ward has a multi-sensory area • In some areas, due to lack of storage space, equipment can be stored in the play room therefore reducing available space for play. This has been raised with health and safety. • Isolated patients e.g. children with cystic fibrosis cannot socialise with other children. There is very limited play staff input because of the play staff: patient ratio of 1:24. These patients are also unable to use the medicinema (a charitable organisation who can adapt facilities into cinema style and show newly released films. This service regularly used within the hospital). • No induction loops are available for patients who are deaf/hard of hearing.

Sexual Orientation	<ul style="list-style-type: none"> • Patients who are lesbian, gay or bisexual and same sex parents are treated equally. 	<ul style="list-style-type: none"> • No negative impact identified
Religion and belief	<ul style="list-style-type: none"> • Play Services have a multi-faith calendar which highlights the different religious festivals. Play Services will ask the parents/guardians is there anything special they would like to celebrate e.g. EID or Christmas which could enhance a child's wellbeing. • Children and parents can decorate their child's room to mark the occasion. • On the other hand, if parents or children don't want to celebrate religious festivals the staff can accommodate this. • Play Services can access Chaplaincy Services if required. Other Faith Leaders can be accessed through Chaplaincy. • Play Services Staff can access the Religions and Cultures Manual when required. 	<ul style="list-style-type: none"> • No negative impact identified
Age (Children/Young People/Older People)	<ul style="list-style-type: none"> • Play Services caters from 0-20 years of age. This can range from arts and crafts, puppets and computer games. • There is a Young People's Service which can be accessed for the over 12's. 	<ul style="list-style-type: none"> • It can be difficult to cater for all age groups due to budgetary constraints. • The Activities Co-ordinator and Youth Worker work part-time and therefore only available at limited times. • Culture and Sport arrangement for youth workers onsite regularly ends 31 March 2009
Social Class/ Socio-Economic Status	<ul style="list-style-type: none"> • No issues identified 	<ul style="list-style-type: none"> • No negative impact identified
Additional marginalisation	<ul style="list-style-type: none"> • No issues identified 	<ul style="list-style-type: none"> • Replacement of stolen or lost toys not always possible due to financial constraints • Play staff can't see all children. There is no cover for annual leave, maternity leave or sick leave so no service at these times.

Actions	Date for completion	Who is responsible?(initials)
Cross Cutting Actions		
Specific Actions <ul style="list-style-type: none"> • Equality data should be recorded through the Play Service – unless available via e.g. HISS and regularly analysed to plan for services • Review the recruitment of male play staff • Review processes to supply and replace multicultural toys • Ensure all staff are aware of Interpreting policies and procedures • Consider sourcing funding for sensory toys. • Contact health and safety regarding the lack of storage space or equipment being stored in the play room therefore reducing available space for play. • Consider the possibility of every ward having a multi-sensory area which could be used to settle distressed children including those with Learning Disabilities • Consider purchasing induction loops for deaf patients • Consider sourcing additional funding for Culture and Sport Youth Workers to avoid reducing youth work provision for older patients and increasing the workload of the play staff • Review staffing levels to provide a consistent Play Service during staff absences 		

Ongoing 6 Monthly Review Please write your 6 monthly EQIA review date:

This has not been commenced as it forms part of a redesign process which has been interrupted. It has now (February 2009) restarted so the above actions will be started and reviewed this year (2009).

Lead Reviewer: Name: Marjorie Gillies
Sign Off: Job Title Acute / Senior Nurse (Patient Services), W&C
 Signature
 Date:

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

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