

**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:**

Smokefree Hospital Services, Emergency Care & Medical Services Division, Acute Services Division.

**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).**

Smoking is a major cause of ill health in Scotland and is a contributing factor to health inequalities. Hospital admissions can trigger a quit attempt by patients providing a window of opportunity to help smokers stop. The Service is delivered at all major hospitals by dedicated trained Hospital Smoke-free advisers providing intensive one- to-one support for inpatients including the provision of Nicotine Replacement Therapy (NRT). The Service ensures that any attempt to quit smoking is not compromised once the patient is discharged from hospital by referring the patient to Smoke-free Services in the Community.

The service also provides help and support for NHS Greater Glasgow & Clyde's members of staff to stop smoking as part of the Health Promoting Hospital and Healthy Working Lives initiatives.

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

Lynne Scott, Cardiac Rehabilitation Manager GG&C, Admin Building, Western Infirmary.

**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):**

Cardiac Rehabilitation Manager; Stop Smoking Advisor, Renfrewshire Community Health Partnership; Smoking Cessation Advisor, Victoria Infirmary; Smoking Cessation Advisor, Royal Alexandra Hospital; Administrator; Smoking Cessation Team Leader; Health Improvement Senior, Smoke-free Services; Service User; Inequalities Facilitator; Equality and Diversity Assistant.

## Impact Assessment – Equality Categories

Equality Category	Existing Good Practice	Remaining Negative Impact
<p style="text-align: center;"><b>All</b></p>	<ul style="list-style-type: none"> <li>• All Smoking Cessation Advisors undertake training to have motivational interviewing skills especially best practice of communicating with patient whose English is not their first language; motivational methods for patients with disabilities and co-morbidities; motivating techniques through a third party e.g. when using interpreters/carers/family members.</li> <li>• Some staff have accessed Equality and Diversity Training. This encompassed the full day event organised by the Learning and Education Department and the on-line course, which is part of NHS Greater Glasgow and Clyde’s induction programme. A plan is underway to ensure all staff attend this training.</li> <li>• Staff would use plain English and use diagrams to help aid the patient’s understanding.</li> </ul>	<ul style="list-style-type: none"> <li>• Specific Training in Equality &amp; Diversity.</li> </ul>
<p style="text-align: center;"><b>Gender</b></p>	<ul style="list-style-type: none"> <li>• Gender is recorded and this is sent to Information &amp; Statistics Division (ISD) as part of the minimum dataset for Scottish Smoking Cessation Services which is collated into periodic service’s reports.</li> <li>• To date there have been no requests for a same sex Smoking Cessation Advisor. Staff would try to accommodate these requests by accessing a male advisor from Community Services.</li> <li>• If a patient requested a private room to discuss any issues away from the bedside, staff would try to accommodate this.</li> <li>• Staff would ask the patient how they wished to be addressed. For example, by their first name or by their title.</li> </ul>	<ul style="list-style-type: none"> <li>• Staff are unaware of NHS Greater Glasgow and Clyde’s Gender Based Violence Policy.</li> </ul>
<p style="text-align: center;"><b>Ethnicity</b></p>	<ul style="list-style-type: none"> <li>• Ethnicity data is recorded and this is sent to Information &amp; Statistics Division (ISD) as part of the minimum dataset for Scottish Smoking Cessation Services. The data is collated as part of the service’s periodic reports</li> <li>• Staff are aware of how to organise language interpreters. If an</li> </ul>	<ul style="list-style-type: none"> <li>• No negative impact identified.</li> </ul>

	<p>interpreter is used then this is recorded in the case notes.</p> <ul style="list-style-type: none"> <li>• Staff had received copies of the new interpreting resources.</li> <li>• Some Stop Smoking literature is available in Polish and Turkish languages. Information in other languages can be provided upon request.</li> <li>• Literature regarding the annual No Smoking Day is available in nine different languages.</li> <li>• To date, staff members have not encountered any complaints of racism and are aware of the procedure of how to deal with them if raised.</li> </ul>	
<b>Disability</b>	<ul style="list-style-type: none"> <li>• Information is available in other formats upon request.</li> <li>• Staff are aware of how to access sign language interpreters and this is documented in the case notes.</li> <li>• Staff had received copies of the new interpreting resources.</li> <li>• Staff would be able to access induction loops for patients who are hard of hearing or deaf.</li> <li>• If a patient has any disabilities this is recorded in the nursing case notes.</li> <li>• If a carer were present, then staff would ask the patient if they consented to this.</li> <li>• There is a specific guide to giving up smoking for patients with learning disabilities.</li> </ul>	<ul style="list-style-type: none"> <li>• Disability data is not recorded in the patient information system.</li> </ul>
<b>Sexual Orientation</b>	<ul style="list-style-type: none"> <li>• The Information and Statistics Division's (ISD) Minimum Database for Smoking Cessation Services does not include any reference to sexual orientation. The staff, however, record the relevant data in the patient's case notes</li> <li>• Staff are aware of the importance of using the appropriate terminology. For example, partner rather than husband or wife.</li> </ul>	<ul style="list-style-type: none"> <li>• Limitation of Dataset for the Service by ISD.</li> </ul>
<b>Religion and belief</b>	<ul style="list-style-type: none"> <li>• The Information and Statistics Division's (ISD) Minimum Database for Smoking Cessation Services does not include any reference to religion or belief. The staff, however, record the relevant data in the patient's case notes.</li> </ul>	<ul style="list-style-type: none"> <li>• Limitation of Dataset for the Service by ISD.</li> </ul>

	<ul style="list-style-type: none"> <li>• Staff have a general awareness of different Religions and Cultures.</li> <li>• Staff are aware of the importance of religious festivals in relation to giving up smoking.</li> </ul>	
<p><b>Age (Children/Young People/Older People)</b></p>	<ul style="list-style-type: none"> <li>• The patient's date of birth is recorded and this is sent to Information &amp; Statistics Division (ISD) as part of the minimum dataset for Scottish Smoking Cessation Services.</li> <li>• For younger patients, there is a Youth Service available in the community. Hospital Smoking Cessation Advisors can refer patients to this service.</li> <li>• Advisers adjust their motivational interviewing skills relevant to younger users.</li> <li>• For patients with dementia, staff would work with the appropriate carers or Nursing homes.</li> </ul>	<ul style="list-style-type: none"> <li>• No negative impact identified</li> </ul>
<p><b>Social Class/Socio-Economic Status</b></p>	<ul style="list-style-type: none"> <li>• Patients who are on benefits are entitled to free Nicotine Replacement Therapy (NRT).</li> <li>• Staff can get a one-month supply of Nicotine Replacement Therapy to encourage them to quit.</li> <li>• Smoking Cessation Advisors would liaise with ward staff regarding possible referrals to relevant support agencies.</li> </ul>	<ul style="list-style-type: none"> <li>• No negative impact identified.</li> </ul>
<p><b>Additional marginalisation</b></p>	<ul style="list-style-type: none"> <li>• For patients in the Criminal Justice System, the Hospital Smoking Cessation Advisors can signpost to the Prison Service's Smoking Cessation Service.</li> <li>• For patients with addictions – staff would advise the patients to deal with one addiction at a time. Staff can contact the Addictions Services for advice.</li> <li>• For patients with literacy issues – staff are aware that this is not always disclosed and aware of how to recognise a patient with this issue. Staff usually read the consent form to patients to make sure that they understand the process.</li> </ul>	<ul style="list-style-type: none"> <li>• No negative impact identified.</li> </ul>

Actions	Date for completion	Who is responsible? (Initials)
<p><b>Cross Cutting Actions</b></p> <ul style="list-style-type: none"> <li>• Circulate NHS Greater Glasgow and Clyde's Gender Based Violence Policy.</li> <li>• Consider collating data on patient disabilities.</li> <li>• Clarify with Information and Statistics Division (ISD) what the minimum dataset is relating to equality and diversity data especially Religion/Belief and Sexual Orientation.</li> </ul>	<ul style="list-style-type: none"> <li>• Jan 2010</li> <li>• Ongoing</li> <li>• Ongoing</li> </ul>	<ul style="list-style-type: none"> <li>• Sam. Hamad</li> </ul>
<p><b>Specific Actions</b></p> <ul style="list-style-type: none"> <li>• Equality &amp; Diversity Training.</li> </ul>	<p>- June 2010</p>	<p>- Sam Hamad</p>

**Ongoing 6 Monthly Review      Please write your 6 monthly EQIA review date: June 2010**

April 2010
------------

**Lead Reviewer:      Name:**      Lynne Scott

**Sign Off:              Job Title:**      Cardiac Rehab Manager GG&C

**Signature:** Lynne Scott

**Date:**      22/12/09

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

Irene Mackenzie, Corporate Information and Development Manager, Corporate Inequalities Team, NHS Greater Glasgow and Clyde, Dalian House, 350 St Vincent Street, Glasgow, G3 8YZ. Tel: 0141-201-4970.