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

Name of Current Service/Service Development/Service Redesign:
Eye Retrieval Service for the West of Scotland based at Gartnavel General Hospital, Surgery and Anaesthetics Directorate.

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 West of Scotland Eye Retrieval Service consists of a Service Director, Corneal Transplant Coordinator and a Corneal Transplant Nurse. The service is based in Gartnavel General Hospital (GGH) and has a service level agreement with NHS Greater Glasgow and Clyde but operates across the West of Scotland.

The aim of the service is to promote eye donation, while developing an effective and efficient eye retrieval service across the 5 health board areas. The day-to-day work consists of promotion and teaching, approaching bereaved relatives regarding eye donation and, occasionally, practical eye retrieval activity. This involves working closely with NHS Blood and Transplant, Organ and Tissue Donation colleagues locally and across the UK, as well as the Eye Bank in Manchester.

Donated corneas are stored in Corneal Transplant Service eye banks in Bristol and Manchester where they can be kept for up to four weeks. The corneas are then distributed on request through the NHS UK Blood and Transplant Service to 150 cornea transplant units around the UK.

Since the Cornea Transplant Service was established in 1983, more than 42,000 people have received a cornea transplant in the UK.

The service needs to comply with the Human Tissue Act.

Who is the lead reviewer and where based?
Fiona Rogan, Lead Nurse for Ophthalmology and ENT (Ear, Nose and Throat), 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):
Lead Nurse; Corneal Transplant Coordinator; Corneal Transplant Nurse; Specialist Nurse Organ Donation; Quality Co-ordinator; Equality
A staff member from ward with experience of the service and a relative of recent donor were invited but were unable to attend on the day.

### Impact Assessment – Equality Categories

<table>
<thead>
<tr>
<th>Equality Category</th>
<th>Existing Good Practice</th>
<th>Remaining Negative Impact</th>
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</table>
| **All**           | • Staff have accessed the on-line equality and diversity training course.  
• Staff have engaged with different groups to encourage organ donation and staff in Intensive Care settings e.g. High Dependency Units; Intensive Care Units and Accident and Emergency.  
|                   | • No negative impact identified. |
| **Gender**        | • The Organ Donation register records gender and this data is analysed by NHS Blood and Transplant (NHSBT). From 1st April 2009 – 31st March 2010, 59% of cornea donors were male (NHS Blood and Transplant).  
• Staff have engaged with different groups to encourage organ donation e.g. Women’s Institute (WI).  
• The staff try to accommodate choice of health professional when possible.  
• When interpreters are required, staff request a same sex interpreter.  
• Staff are aware of the Gender Based Violence policy and would access the staff intranet for more information.  
|                   | • No negative impact identified. |
| **Ethnicity**     | • The Organ Donation register records ethnicity and this data is analysed by the NHS Blood and Transplant. From 1st April 2009 – 31st March 2010, 99.3% of cornea only donors were white; 0.5% were Asian; 0.1% were Black (NHS Blood and Transplant).  
• NHS Blood and Transplant have a publicity aimed at  
|                   | • No negative impact identified. |
| Black and South Asian Communities. | Less than 1% of people on the NHS Organ Donor Register are from the Black community and South Asian communities. (NHS Blood and Transplant).
| Information about organ donation is available in Bengali; Gujarati; Hindi; Punjabi and Urdu.
| Staff are aware of NHS Greater Glasgow & Clyde’s interpreting policy and procedures and how to book an interpreter.
| Some staff are bilingual and can be used to interpret in emergency situations. |
| Disability | On reviewing a potential donor’s medical records and admission profile, it may not be documented that significant next of kin have a disability.
| NHS Blood and Transplant criteria states that people with Central Nerve Disorders are unable to donate their corneas e.g. people with Multiple Sclerosis; Motor Neurone Disease. |
| Sexual Orientation | Staff are aware of the Civil Partnership Act and the issues regarding consent.
| When staff are discussing organ donation with the next of kin, they are aware of the importance of using the |
| At present NHS Blood and Transplant criteria states that ‘men having sex with another man’ are unable to donate. |
| **Religion and belief** | • Staff are aware of religious perspectives on donation and are able to provide relatives with leaflets on this topic. ‘All the major religions of the UK support the principles of organ donation and transplantation. However, within each religion there are different schools of thought, which means that views may differ. All the major religions accept that organ donation is an individual choice’ – Organ Donation and Religious Perspectives, NHS Blood and Transplant). Leaflets are available for the following religions; Buddhism; Christianity; Hinduism; Islam; Judaism and Sikhism.  
• Staff have visited local faith groups to encourage organ donation.  
• The department has access to a Religions and Cultures Manual.  
• Some staff have attended Religion and Belief Training.  
• Staff can direct patients to the Chaplaincy Department if they wish to pray.  
• Donating corneas does not delay the funeral. | • No negative impact identified. |
| **Age (Children/Young People/Older People)** | • The Organ Donation registrar records date of birth and this data is analysed. From 1\textsuperscript{st} April 2009 – 31\textsuperscript{st} March 2010, 32% of cornea donors were aged 80 and over; 28% were aged 70-79; 20% were aged 60-69%; 11% were 50-59; 7% were 35-49%; 2% were 18-34. (NHS Blood and Transplant),  
• People of all ages can donate their corneas (eyes). It is the person’s physical condition not age, which is the deciding factor.  
• There are baby changing facilities available near to the office.  
• When requested staff can provide an area for breast feeding. | • No negative impact identified. |
- Staff make every effort to provide flexible appointment times when these are required e.g. outside school hours.

### Social Class/Socio-Economic Status
- Although postcode analysis was not available the staff were aware that potential donors are from all social classes.
- No negative impact identified.

### Additional marginalisation
- The department can contact the Social Work Department as and when required.
- The department can signpost family to other agencies such as Cruse; Bereavement counselling etc.
- At present NHS Blood and Transplant criteria states that someone who is imprisoned or who has injected drugs, i.e. has an addiction, cannot donate.

### Actions

<table>
<thead>
<tr>
<th>Cross Cutting Actions</th>
<th>Date for completion</th>
<th>Who is responsible? (initials)</th>
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<table>
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<tr>
<th>Specific Actions</th>
<th>Date for completion</th>
<th>Who is responsible? (initials)</th>
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<tbody>
<tr>
<td>Have discussion with ward staff to make sure that the Eye Retrieval Staff are aware if a next of kin has a disability before making contact regarding donation. The Eye Retrieval Service must adhere to NHS Blood and Transplant criteria about who cannot donate. (Some groups are considered higher risk)</td>
<td>Jan 2011</td>
<td>FR</td>
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<tr>
<td>No action required at present.</td>
<td>No action required at present.</td>
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</tbody>
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Ongoing 6 Monthly Review  Please write your 6 monthly EQIA review date:

August 2011

Lead Reviewer: Name: Fiona Rogan
Sign Off: Job Title: Lead Nurse
Signature Fiona Rogan
Date: 25.02.11

Please email copy of the completed EQIA form to Jacqueline.Russell@ggc.scot.nhs.uk

Jacqueline Russell, Corporate Inequalities Team, NHS Greater Glasgow and Clyde, Gartnavel Royal Hospital, 1053 Great Western Road, Glasgow, G12 0YN. Tel: 0141 201 4560.