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:
Hospital at Night Service, Royal Hospital for Sick Children (Yorkhill), Women and Children’s 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 Hospital at Night Service is clinically driven which uses both a multiprofessional and multi-speciality approach to delivering care at night and out of hours (9pm – 7am). The objectives at Hospital at Night are:

- to establish doctors working as part of a multi-professional team at night instead of being speciality based
- respond to peaks and troughs in clinical activity
- to improve the quality of care for patients overnight by having appropriately trained staff to look after the sickest patients whose condition requires further medical input.

The Hospital at Night Service is staffed by: Clinical Co-ordinators; Clinical Support Workers and Medical Staff. (Hospital At Night does not apply to the following highly specialised areas: Accident and Emergency; Neonatal Intensive Care Unit; High Dependency Unit and Intensive Therapy Unit).

The Hospital at Night Service does not collect patient’s equality and diversity data. Other hospital staff who are not part of this service populate the patient information system with any equality and diversity data.

Who is the lead reviewer and where based?
Lesley McKee, Consultant Anaesthetist, Yorkhill 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):
Consultant Anaesthetist; Clinical Night Co-ordinator; Hospital at Night Project Manager; Quality Co-ordinator; Equality and Diversity Assistant.
## 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>
| **Gender**              | • Bed screens are available at each bedside.  
• If a patient or parent requests a same sex health professional, staff would try to accommodate this request. (However, clinical need is the priority).  
• No negative issues identified.                                                                                                                                                                                                                                                                 | • No negative issues identified.                                                                 |
| **Ethnicity**           | • Interpreters can be accessed as and when required.  
• If an interpreter is used then this is documented in the case notes.  
• In emergency situations, the service may use bilingual staff.  
• Racial behaviour by either a member of staff or a patient’s family would be challenged.  
• The Service had not received the new interpreting resources.                                                                                                                                                                                                 |                                                                                                                                               |
| **Disability**          | • British sign language interpreters can be accessed as and when required.  
• If a patient’s disability was related to their medical condition then this would be documented in the Hospital at Night referral.  
• Some members of staff are aware of how to use makaton.  
• No negative issues identified.                                                                                                                                                                                                                                                   |                                                                                                                                             |
| **Sexual Orientation**  | • Staff are aware of the importance of not making assumptions therefore may ask questions such as ‘Who is at home with you?’  
• The hospital at Night staff may ask the ward staff who is with the patient?  
• Homophobic behaviour by either a member of staff or a patient’s family would be challenged.  
• No negative issues identified.                                                                                                                                                                                                                                             |                                                                                                                                             |
| **Religion and belief** | • Staff can contact the Chaplaincy Staff for advice.  
• No negative issues identified.                                                                                                                                                                                                                                                                                                                |                                                                                                                                             |
| Staff can signpost patients and their families to the Chaplaincy service.  
There is a prayer room available.  
The Chaplaincy staff circulate emails about upcoming religious festivals. |
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<tbody>
<tr>
<td>Age (Children/Young People/Older People)</td>
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| Patients up to the age of 18 can be admitted to Yorkhill Hospital. *(The age limit of 18 applies to existing patients).*  
Staff are aware that there can be different consent issues for older patients.  
Staff are aware that there can be different privacy issues for older patients.  
The Clinical Support Workers have been taught play therapy to aid communication.  
Parents are welcome to stay overnight with their children.  
Staff have accessed Child Protection Training and are aware of the Child Protection Policies.  
Staff try to take cognisance of the needs of parents or guardians. |
| No negative issues identified. |
| Social Class/Socio-Economic Status |
| The Hospital at Night Service has links to the Social Work Department. For example, Child Protection issues.  
Staff can signpost families to the Family Support Service that operates during the day. |
| No negative impact identified. |
### Additional marginalisation

- Staff have had experience of dealing with parents who have been in the criminal justice system and have liaised with the Prison Service to organise visits.
- Staff are aware that families may have literacy issues and therefore ask the families to repeat what information they have received. This is to gauge their understanding.
- Staff have dealt with people from the travelling communities. There were issues around contact and visiting times but staff liaised with the family to resolve this.
- Staff are aware that parents can have drug and alcohol issues, but the first priority is the patient.

### Actions

<table>
<thead>
<tr>
<th>Cross Cutting Actions</th>
<th>Specific Actions</th>
<th>Date for completion</th>
<th>Who is responsible? (initials)</th>
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</thead>
<tbody>
<tr>
<td>Obtain copies of the interpreting resources.</td>
<td></td>
<td>April 2010</td>
<td>NM</td>
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### Ongoing 6 Monthly Review

Please write your 6 monthly EQIA review date:

<table>
<thead>
<tr>
<th>Lead Reviewer: Name: Dr Lesley McKee</th>
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<tr>
<td>Sign Off: Job Title; Consultant Anaesthetist, Chair of HaN Governance Group</td>
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<tr>
<td>Signature</td>
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Please email copy of the completed EQIA form to 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.