

## Equality Impact Assessment Tool: Policy, Strategy and Plans

(Please follow the EQIA guidance in completing this form)

**1. Name of Strategy, Policy or Plan**

Policy on the care of young people, Women and Children's Directorate, Acute Services

Please tick box to indicate if this is: Current Policy, Strategy or Plan  New Policy, Strategy or Plan

**2. Brief Description – Purpose of the policy; Changes and outcomes; services or activities affected**

This policy aims to inform staff of NHS Greater Glasgow & Clyde of the principles of caring for young people taking into account their different needs from both children and adults. As young people are cared for within children's and adult services, this policy applies across all services.

The policy covers the following topics: The Rights of the Child (and young person); Location of Care; Environment and Facilities; Child Protection (in relation to young people); Staffing – knowledge and skills; Community Support; Transition from paediatric to adult services; Palliative Care Needs; Clinical Governance and Disclosure of Personal Information.

**3 Lead Reviewer**

Marjorie Gillies, Lead Nurse, Age Appropriate Care. York Hill Sick Children's Hospital

**4. Please list all participants in carrying out this EQIA:**

Lead Nurse, Age Appropriate Care, Age Appropriate Care Co-ordinator, Clinical Nurse Educator, Quality Co-ordinator, Equality and Diversity Advisor

## 5. Impact Assessment

<p><b>A Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality?</b></p>		
<p>The policy includes an equality statement on page 2 and includes references to the Equality Act (2006).</p>		
<p><b>B What is known about the issues for different equalities groups in relation to the services or activities affected by the policy?</b></p>		
		<b>Source</b>
<b>Gender</b>	<p>This policy aims to inform staff of NHS Greater Glasgow &amp; Clyde of the principles of caring for young people taking into account their different needs from both children and adults.</p> <p>The policy takes cognisance of the Equality Act (2006); the United Nation Convention on the Rights of the Child (1989) and the Better Health, Better Care Hospital Services for Young People in Scotland Report.</p> <p>Children and adults have been cared for separately within the NHS for many years because of the recognition of their different health care, developmental and psychosocial needs. Young people (aged 12 - 18 years) have distinct developmental and psychosocial needs but also have different health care needs from both adults and children. Young people therefore need a different approach to their care within the NHS.</p>	<p>Equality Act (Scotland) 2006</p> <p>Scottish Government 2009 <b>Better Health, Better Care. Hospital Services for Young People in Scotland.</b> Edinburgh Scottish Government</p> <p>UNCRC (United Nations Convention on the Rights of the Child) (1989) <b>UN Convention on the Rights of the Child</b> (1989)</p>
<b>Ethnicity</b>	<p>This policy aims to inform staff of NHS Greater Glasgow &amp; Clyde of the principles of caring for young people taking into account their different needs from both children and adults.</p>	<p>Equality Act (Scotland) 2006</p> <p>Scottish Government 2009 <b>Better Health, Better Care. Hospital Services for Young People in</b></p>

	<p>The policy takes cognisance of the Equality Act (2006); the United Nation Convention on the Rights of the Child (1989) and the Better Health, Better Care Hospital Services for Young People in Scotland Report.</p> <p>Children and adults have been cared for separately within the NHS for many years because of the recognition of their different health care, developmental and psychosocial needs. Young people (aged 12 - 18 years) have distinct developmental and psychosocial needs but also have different health care needs from both adults and children. Young people therefore need a different approach to their care within the NHS.</p>	<p><b>Scotland Report.</b> Edinburgh Scottish Government</p> <p>UNCRC (United Nations Convention on the Rights of the Child) (1989) <b>UN Convention on the Rights of the Child</b> (1989)</p>
<b>Disability</b>	<p>This policy aims to inform staff of NHS Greater Glasgow &amp; Clyde of the principles of caring for young people taking into account their different needs from both children and adults.</p> <p>The policy takes cognisance of the Equality Act (2006); the United Nation Convention on the Rights of the Child (1989) and the Better Health, Better Care Hospital Services for Young People in Scotland Report.</p> <p>Children and adults have been cared for separately within the NHS for many years because of the recognition of their different health care, developmental and psychosocial needs. Young people (aged 12 - 18 years) have distinct developmental and psychosocial needs but also have different health care needs from both adults and children. Young people therefore need a different approach to their care within the NHS.</p>	<p>Equality Act (Scotland) 2006</p> <p>Scottish Government 2009 <b>Better Health, Better Care. Hospital Services for Young People in Scotland Report.</b> Edinburgh Scottish Government</p> <p>UNCRC (United Nations Convention on the Rights of the Child) (1989) <b>UN Convention on the Rights of the Child</b> (1989)</p>
<b>Sexual Orientation</b>	<p>Influenced by Equality Act, UN Convention and Better Health, Better Care.</p> <p>This policy aims to inform staff of NHS Greater Glasgow &amp; Clyde of the principles of caring for young people taking into account their different needs from both children and adults.</p>	<p>Equality Act (Scotland) 2006</p> <p>Scottish Government 2009 <b>Better Health, Better Care. Hospital Services for Young People in Scotland Report.</b> Edinburgh Scottish Government</p>

	<p>The policy takes cognisance of the Equality Act (2006); the United Nation Convention on the Rights of the Child (1989) and the Better Health, Better Care Hospital Services for Young People in Scotland Report.</p> <p>Children and adults have been cared for separately within the NHS for many years because of the recognition of their different health care, developmental and psychosocial needs. Young people (aged 12 - 18 years) have distinct developmental and psychosocial needs but also have different health care needs from both adults and children. Young people therefore need a different approach to their care within the NHS.</p>	<p>UNCRC (United Nations Convention on the Rights of the Child) (1989) <b>UN Convention on the Rights of the Child</b> (1989)</p>
<b>Religion and Belief</b>	<p>Influenced by Equality Act, UN Convention and Better Health, Better Care.</p> <p>This policy aims to inform staff of NHS Greater Glasgow &amp; Clyde of the principles of caring for young people taking into account their different needs from both children and adults.</p> <p>The policy takes cognisance of the Equality Act (2006); the United Nation Convention on the Rights of the Child (1989) and the Better Health, Better Care Hospital Services for Young People in Scotland Report.</p> <p>Children and adults have been cared for separately within the NHS for many years because of the recognition of their different health care, developmental and psychosocial needs. Young people (aged 12 - 18 years) have distinct developmental and psychosocial needs but also have different health care needs from both adults and children. Young people therefore need a different approach to their care within the NHS.</p>	<p>Equality Act (Scotland) 2006</p> <p>Scottish Government 2009 <b>Better Health, Better Care. Hospital Services for Young People in Scotland Report</b>. Edinburgh Scottish Government</p> <p>UNCRC (United Nations Convention on the Rights of the Child) (1989) <b>UN Convention on the Rights of the Child</b> (1989)</p>
<b>Age</b>	<p>Influenced by Equality Act, UN Convention and Better Health, Better Care. Young people are those aged 12-18 years. The policy applies to</p>	<p>Equality Act (Scotland) 2006</p>

	<p>young people rather than to Children or Adults</p> <p>This policy aims to inform staff of NHS Greater Glasgow &amp; Clyde of the principles of caring for young people taking into account their different needs from both children and adults.</p> <p>The policy takes cognisance of the Equality Act (2006); the United Nation Convention on the Rights of the Child (1989) and the Better Health, Better Care Hospital Services for Young People in Scotland Report.</p> <p>Children and adults have been cared for separately within the NHS for many years because of the recognition of their different health care, developmental and psychosocial needs. Young people (aged 12 - 18 years) have distinct developmental and psychosocial needs but also have different health care needs from both adults and children. Young people therefore need a different approach to their care within the NHS.</p> <p>For the purpose of this policy and in practice within NHSGGC, patients aged 12 – 18<sup>th</sup> birthday are referred to as young people, with the provision that developmental stage (or maturity) may result in a younger (than 12) or older patient (than 16-17) being treated as a young person for their care.</p> <p>Young people make up 10% of the Scottish population and are responsible for around 4% of hospital admissions (49,000 per annum). Better Health, Better Care Hospital Services for Young People in Scotland Report (2009).</p>	<p>Scottish Government 2009 <b>Better Health, Better Care. Hospital Services for Young People in Scotland Report.</b> Edinburgh Scottish Government</p> <p>UNCRC (United Nations Convention on the Rights of the Child) (1989) <b>UN Convention on the Rights of the Child</b> (1989)</p>
<p><b>Social and Economic Status</b></p>	<p>This policy aims to inform staff of NHS Greater Glasgow &amp; Clyde of the principles of caring for young people taking into account their different needs from both children and adults.</p> <p>Children and adults have been cared for separately within the NHS for many years because of the recognition of their different health care,</p>	<p>Equality Act (Scotland) 2006</p> <p>Scottish Government 2009 <b>Better Health, Better Care. Hospital Services for Young People in Scotland Report.</b> Edinburgh Scottish Government</p>

	<p>developmental and psychosocial needs. Young people (aged 12 - 18 years) have distinct developmental and psychosocial needs but also have different health care needs from both adults and children. Young people therefore need a different approach to their care within the NHS.</p> <p>The policy takes cognisance of the Equality Act (2006); the United Nation Convention on the Rights of the Child (1989) and the Better Health, Better Care Hospital Services for Young People in Scotland Report. The evidence shows that the outcomes for young people can be affected by their social and economic background e.g. poverty, literacy issues etc.</p>	<p>UNCRC (United Nations Convention on the Rights of the Child) (1989) <b>UN Convention on the Rights of the Child</b> (1989)</p>
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**C Do you expect the policy to have any positive impact on equalities or on different equalities groups?**

	<b>Highly Likely</b>	<b>Possible</b>
<b>General</b>	Yes. This policy will inform staff about the principles of caring for young people and take into account their different needs.	
<b>Gender</b>	Yes. This policy will inform staff about the principles of caring for young people and to take into account their different needs.	
<b>Ethnicity</b>	Yes. This policy will inform staff about the principles of caring for young people and take into account their different needs.	
<b>Disability</b>	<p>Yes. This policy will inform staff about the principles of caring for young people and take into account their different needs.</p> <p>The policy states that staff working with children should work in partnership. This includes registered nurses (adult, child, mental health, learning disability), medical staff including liaison adolescent psychiatrists, allied health professionals, psychologists, hospital play specialists, teachers, social workers, youth workers, activities co-ordinators.</p>	

	<p>The policy takes cognisance of young people with additional support needs or learning disabilities:</p> <ul style="list-style-type: none"> <li>• Staff should either have the knowledge and skills to support these patients or have access to a Learning Disability Liaison Nurse or professional eg school nurse for support. They will also need access to the normal routine, care and risks for such patients).</li> <li>• Staff should have an understanding of the most appropriate methods of communication used by young people and make use of them. Where the young person has special needs or learning disability the same applies and may include pictures, images, IT. Support from a Speech and Language Therapist can be helpful.</li> </ul> <p>The policy makes reference to NHSGG&amp;C's Consent to Treatment Policy. 'For young people aged 16 year and over with complex needs and/or learning disability the Adults with Incapacity Act 2000 applies'.</p>	
<b>Sexual Orientation</b>		Higher incidence of Mental Health issues can be experienced by young people in relation to sexual orientation
<b>Religion and Belief</b>		If information is sought then this could have an impact. Not all areas are recording/asking questions in relation to this protected characteristic
<b>Age</b>	<p>Yes. This policy will inform staff about the principles of caring for young people and to take into account their different needs.</p> <p>The policy states that access to parents or carers (only) of patients aged 12-18 years should be allowed at all times within both children and adult services.</p> <p>The policy highlights the importance of age appropriate information for young people and signposts to external organisations.</p>	

The policy highlights the importance of age appropriate activities (e.g. electronic games; music access to TV and DVD players etc).

The policy recognises that the nutritional needs of young people in hospital are different from children and adults.

The policy states that staff working with children should work in partnership. 'This includes registered nurses (adult, child, mental health, learning disability), medical staff including liaison adolescent psychiatrists, allied health professionals, psychologists, hospital play specialists, teachers, social workers, youth workers, activities co-ordinators'.

The policy recognises that 'Key to working with any young people, as with all ages, is communication. Staff should have an understanding of the most appropriate methods of communication used by young people and make use of them'.

The policy includes general principles to help young people transition from paediatric to adult services.

The policy makes reference to NHSGG&C's Consent to Treatment Policy. 'In summary, patients of 16 years and over are adult and consent for themselves. Patients aged less than 16 years should consent for treatment or to procedures as long as they are deemed competent to do so. Consent for those who are not competent under The Age of Legal Capacity (Scotland) Act 1991, is given by parents or legal carers. For young people aged 16 year and over with complex needs and/or learning disability the Adults with Incapacity Act 2000 applies'.

The policy also includes information about the disclosure of personal information. 'For young people this means that, in face to face consultations, communication from health professionals about them should be directed to them and, with their agreement, include their parents'.

<b>Social and Economic Status</b>		Yes. This policy includes that caring for young people means that they have the right to have their needs met irrespective of poverty. This will be assisted if services can be as localised as possible to prevent excessive travel to attend the healthcare service.
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<b>D Do you expect the policy to have any negative impact on equalities or on different equalities groups?</b>		
	<b>Highly Likely</b>	<b>Possible</b>
<b>General</b>		
<b>Gender</b>	-	
<b>Ethnicity</b>		
<b>Disability</b>		
<b>Sexual Orientation</b>		Staff may not consider a patient's sexual orientation as important/relevant. Possibly could have a negative impact (explore possible impact by lead reviewer contacting a CAMHS member for advice)
<b>Religion and Belief</b>		
<b>Age</b>		Possibly could have a negative impact if the policy is not implemented appropriately across Acute Services.
<b>Social and Economic Status</b>		Possibly if services are not modernised sufficiently to be attractive to the Young People and available in areas with minimal travelling required.

E Actions to be taken		
		<b>Responsibility and Timescale</b>
<b>E1 Changes to policy</b>	<ul style="list-style-type: none"> <li>• Transfer current Policy onto the Policy on Policies Template/Tool</li> </ul>	<b>MG 01/02/12</b>
	<ul style="list-style-type: none"> <li>• Reference the NHS Scotland Quality Strategy 2010 <a href="http://www.scotland.gov.uk/Topics/Health/NHS-Scotland/NHSQuality/QualityStrategy">http://www.scotland.gov.uk/Topics/Health/NHS-Scotland/NHSQuality/QualityStrategy</a></li> </ul>	<b>MG 01/02/12</b>
	<ul style="list-style-type: none"> <li>• Review the policy to reflect how to evidence young people have been consulted/informed of policy content/purpose. E.g. develop one off leaflet for young people and also and article for the “Hey You” Magazine</li> </ul>	<b>MG 08/02/12</b>
	<ul style="list-style-type: none"> <li>• Check numbering e.g. point 2.9 section about age appropriate</li> </ul>	<b>MG 01/02/12</b>
	<ul style="list-style-type: none"> <li>• Add more information re carers involvement section 2.4</li> </ul>	<b>MG 08/02/12</b>
	<ul style="list-style-type: none"> <li>• Add point 5.4 GBV info/ staff awareness</li> </ul>	<b>MG 08/02/12</b>
	<ul style="list-style-type: none"> <li>• Add a general statement about referring to all appropriate NHS Policies</li> </ul>	<b>MG 08/02/12</b>
	<ul style="list-style-type: none"> <li>• Add a statement/sentence relating to Transgender issues affecting young people</li> </ul>	<b>MG 08/02/12</b>
	<ul style="list-style-type: none"> <li>• More information required under Sexual Orientation</li> </ul>	<b>MG 08/02/12</b>
	<ul style="list-style-type: none"> <li>• Add more information re Social Economic Status impact. Services for young people need to be attractive to young people from all socio economic backgrounds.( requires a reference)</li> </ul>	<b>MG 08/02/12</b>

	<ul style="list-style-type: none"> <li>Reference to sign posting to Family Support Services should be included under Socio Economic status section</li> </ul>	<b>MG 08/02/12</b>
<b>E2 action to ensure that planned positive impact is realised</b>	As Above	<b>As above</b>
<b>E3 action to compensate for identified negative impact</b>	As Above	<b>As above</b>
<b>E3 Further monitoring – potential positive or negative impact</b>	As Above	<b>As above</b>
<b>E4 Further information required</b>	As Above	<b>As above</b>

**6. Review: Review date for policy / strategy / plan and any planned EQIA of services**

2 years
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<b>Lead Reviewer:</b>	<b>Name:</b>	<b>Marjorie Gillies</b>
<b>Sign Off:</b>	<b>Job Title</b>	<b>Lead Nurse Age Appropriate Care</b>
	<b>Signature</b>	<b>Marjorie Gillies</b>
	<b>Date:</b>	<b>31 January 2012</b>

Please email a copy of the completed EQIA form to [EQIA@ggc.scot.nhs.uk](mailto:EQIA@ggc.scot.nhs.uk), Corporate Inequalities Team, NHS Greater Glasgow and Clyde, JB Russell House, Gartnavel Royal Hospital, 1055 Great Western Road, G12 0XH. Tel: 0141-201-4560. The completed EQIA will be subject to a Quality Assurance process and the results returned to the Lead Reviewer within 3 weeks of receipt.