NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

NICE guidelines

Equality impact assessment

Safe staffing for nursing in community care settings for over 18s

The impact on equality has been assessed during guidance development according to the principles of the NICE equality policy.

1.0 Scope: before consultation (To be completed by the developer and submitted with the draft scope for consultation)

1.1 Have any potential equality issues been identified during the development of the draft scope, before consultation, and, if so, what are they?

Equality issues have been considered throughout the scoping process. Ethnicity, age, disability, sexuality, socio-economic status, religious beliefs, non-English speakers, being a member of a social minority (e.g. migrants, asylum seekers, travellers) and the geographical location of patients (e.g. urban/rural areas) may all influence rates of access to community nursing care. These factors may also influence the level of nursing staff required to provide safe care.

1.2 What is the preliminary view on the extent to which these potential equality issues need addressing by the Committee? For example, if population groups, treatments or settings are excluded from the scope, are these exclusions justified – that is, are the reasons legitimate and the exclusion proportionate?

Nursing in community care settings for under 18s is excluded from the scope as the staffing requirements for this population are considered separately from that of over 18s receiving community nursing care. A topic referral for nursing in community care

settings for under 18s has been requested to ensure that this population group are covered by a separate safe staffing guideline.

Consideration of the impact of equality issues on the provision of safe care to all patients is an integral part of standard nursing practice. As such, considering equality issues that may influence the provision of safe staffing forms an integral part of the scoping document and will form an integral part of the evidence reviewed by the committee.

Completed by Developer: Anna Brett, Technical Analyst, Safe Staffing Guidelines

Date: 9th April 2015

Approved by NICE quality assurance lead: Lorraine Taylor, Associate Director, Safe Staffing Guidelines

Date: 9th April 2015

2.0 Scope: after consultation (To be completed by the developer and submitted with the final scope)

2.1 Have any potential equality issues been identified during consultation, and, if so, what are they?

2.2 Have any changes to the scope been made as a result of consultation to highlight potential equality issues?

2.3 Is the primary focus of the guideline a population with a specific disability-related communication need?

If so, is an alternative version of the 'Information for the Public' document recommended?

If so, which alternative version is recommended?

The alternative versions available are:

- large font or audio versions for a population with sight loss;

- British Sign Language videos for a population who are deaf from birth;

- 'Easy read' versions for people with learning disabilities or cognitive impairment.

Updated by Developer _____

Date_____

Approved by NICE quality assurance lead _____

Date_____

3.0 Guideline development: before consultation (to be completed by the developer before draft guideline consultation)

3.1 Have the potential equality issues identified during the scoping process been addressed by the Committee, and, if so, how?

3.2 Have any **other** potential equality issues (in addition to those identified during the scoping process) been identified, and, if so, how has the Committee addressed them?

3.3 Were the Committee's considerations of equality issues described in the consultation document, and, if so, where?

3.4 Do the preliminary recommendations make it more difficult in practice for a specific group to access services compared with other groups? If so, what are the barriers to, or difficulties with, access for the specific group?

3.5 Is there potential for the preliminary recommendations to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

3.6 Are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to services identified in questions 3.1, 3.2 or 3.3, or otherwise fulfil NICE's obligation to advance equality?

Completed by Developer _____

Date_____

Approved by NICE quality assurance lead _____

Date_____

4.0 Final guideline (to be completed by the Developer before GE consideration of final guideline)

4.1 Have any additional potential equality issues been raised during the consultation, and, if so, how has the Committee addressed them?

4.2 If the recommendations have changed after consultation, are there any recommendations that make it more difficult in practice for a specific group to access services compared with other groups? If so, what are the barriers to, or difficulties with, access for the specific group?

4.3 If the recommendations have changed after consultation, is there potential for the recommendations to have an adverse impact on people with disabilities because of something that is a consequence of the disability?

4.4 If the recommendations have changed after consultation, are there any recommendations or explanations that the Committee could make to remove or alleviate barriers to, or difficulties with, access to services identified in questions 4.2, 4.3 and 4.4, or otherwise fulfil NICE's obligations to advance equality?

4.5 Have the Committee's considerations of equality issues been described in the final guideline document, and, if so, where?

Updated by Developer _____

Date_____

Approved by NICE quality assurance lead _____

Date_____

5.0 After Guidance Executive amendments – if applicable (To be completed by appropriate NICE staff member after Guidance Executive)

5.1 Outline amendments agreed by Guidance Executive below, if applicable:

Approved by Developer _____

Date_____

Approved by NICE quality assurance lead _____
Date_____