

NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

Equality Impact Assessment

Rehabilitation in adults with complex psychosis

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

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?

Disability

Stakeholders commented that people with complex psychosis often have communication difficulties which can reduce the impact of rehabilitation treatment programmes. To address this:

- A new recommendation (1.7.5) has been added to make people aware that speech, language and communication disorders are more prevalent in those with complex psychosis
- The recommendation about the comprehensive biopsychosocial needs assessment (1.7.2) has been amended to include assessment of communication needs. This should enable any identified communication needs to be included in formulation and care planning.
- New recommendations have been added (1.6.3 and 1.6.4) that the recommendations on communication needs from the NICE guideline on people's experience in adult social care services should be followed and that communication needs as set out in the NHS Accessible Information Standard should be met.

Sexual orientation

Stakeholders commented that the recommendations on staff training should be amended so that staff have the training and competence to deliver non-discriminatory practice to all people with protected characteristics (including, for example, LGBT+).

To address this recommendation 1.6.11 has been amended to highlight that staff

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

working in rehabilitation services need to understand that people may experience stigma resulting from their mental health condition as well as any minority status.

Gender

Stakeholders commented that there needed to be consideration if there are gender differences in meeting the psychological therapies needs of men and women.

No evidence was found to support making different recommendations on psychological therapies based on gender. We would expect practitioners to follow a person-centred approach so no change has been made to the guideline.

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?

There are no recommendations which would make it more difficult in practice for a specific group to access services

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?

There are no recommendations which have the potential to adversely impact on people with disabilities.

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 question 4.2, or otherwise fulfil NICE's obligations to advance equality?

N/A

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

Disability

The equalities issues listed above are discussed in the committee discussion of the evidence in Evidence Review I: collaborative care planning

Sexual orientation

The equalities issues listed above are discussed in the committee discussion of the evidence in Evidence Review B: barriers in accessing rehabilitation services.

Gender

Gender was considered when making recommendations and has been included in the wording of recommendations, where examples of different groups are given (e.g. 1.4.3.)

Updated by Developer: Angela Bennett

Date: 09/06/2020

Approved by NICE quality assurance lead: Kay Nolan

Date: 18/08/2020