

# NATIONAL INSTITUTE FOR HEALTH AND CARE EXCELLENCE

## NICE guidelines

### Equality impact assessment

#### **Adults with complex needs: social work interventions including assessment, care management and support**

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

#### **2.0 Checking for updates and scope: after consultation (to be completed by the Developer and submitted with the revised scope)**

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

- Age
- Stakeholders raised that people aged 16 to 18 years old ought to be included in the guideline.
- Disability

Specific disabilities or conditions were highlighted by stakeholders. Stakeholders highlighted the needs of people with neurodevelopmental conditions, multiple sclerosis, learning disabilities and mental health conditions. Communication impairments were also raised as an issue which can occur in combination with other disabilities.

- Gender reassignment

This was not mentioned by stakeholders

- Pregnancy and maternity

This was not mentioned by stakeholders.

- Race

This was not mentioned by stakeholders.

- Religion or belief

This was not mentioned by stakeholders.

- Sex

This was not mentioned by stakeholders.

- Sexual orientation

This was not mentioned by stakeholders.

- Socio-economic factors

The effects of poverty were mentioned by a stakeholder.

- Other definable characteristics (these are examples):

- refugees
- asylum seekers
- migrant workers
- looked-after children
- people who are homeless
- prisoners and young offenders
- any others identified

From the other definable characteristics list the issue of homelessness, domestic violence and substance abuse were raised by a stakeholder.

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

To address the issue of people aged 16-18 years old, we have added the following to the scope's 'who the guideline is for section:

'It may also be relevant to:

- people aged 16 to 18 with complex needs who have completed the transition from children to adult services.'

In section 1 'Why the guideline is needed' a reference to 'learning disabilities and mental health needs' was removed because it seemed to imply that the guideline would address social work mainly related to these two groups (and not other groups of adults with complex needs). This means that the population is left intentionally broad to include all adults with complex needs as defined in the 'groups that will be covered' section.

In relation to multiple sclerosis, the stakeholder raised that the definition given in the 'groups that will be covered' section does not capture complexities that may fluctuate. We have adjusted the definition to clarify that people whose needs fluctuate would also count as 'complex' by adding 'Complex needs may be present from birth, or may develop over the course of a person's life and may fluctuate'.

Learning disabilities and neurodevelopmental conditions such as autism were already highlighted in section 1.2 of this form.

To address stakeholders' comments about the issue of communication difficulties the scope was revised to mention communication more clearly in the key areas that will be covered. The relevant bullet point now reads 'promoting self-esteem, and confidence and self-advocacy by building on strengths, enabling communication and developing supporting the development of coping strategies'. This now covers self-advocacy of people who may need communication aids or alternative or augmentative communication devices to do that.

Socioeconomic factors, including poverty were already mentioned in section 1.2 of this form.

Homelessness had been captured as an equality issue in section 1 of this form, but the stakeholder raised specific wording in the scope that was not sufficiently inclusive. A list of settings was provided in the 'current practice' section of the scope which did not include homelessness. We have therefore removed the list altogether from this section because it is clear from the 'setting' section of the scope that 'All settings where social work is provided for adults with complex needs' are included. This would include outreach social work for homeless people.

Domestic violence and substance abuse were raised as issues that were not currently captured in the definition of the population. We have amended the definition to include the phrase 'broader life circumstances': 'This may be because of illness, disability, broader life circumstances or a combination of these.' This would capture these which were not included by 'illness and disability' alone.

2.3 Have any of the changes made led to a change in the primary focus of the guideline which would require consideration of a specific communication or engagement need, related to disability, age, or other equality consideration?

If so, what is it and what action might be taken by NICE or the developer to meet this need? (For example, adjustments to committee processes, additional forms of consultation)

No, the primary focus of the guideline has not changed.

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Approved by NICE quality assurance lead: Nichole Taske

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