

EQUALITY AND DIVERSITY IMPACT ASSESSMENT FORM

Name of Service or Policy Clinical Oncology Services - Radiotherapy	Department Oncology
Manager Clinical Oncology Services Manager	Date 08/12/09

Part 1	GENERAL
1	<p>Provide a brief description of the main service or policy for assessment including its aims and objectives</p> <p>The primary quality objective of the Torbay Department of Clinical Oncology is to ensure that the prompt diagnosis, care and treatment of patients lead to cure or the relief of symptoms, as achievable.</p> <p>This requires that the social, psychological and physical needs of the patients and their carers are taken into account to the extent necessary to achieve maximum benefit from their medical treatment.</p> <p>The service shall put into place mechanisms to ensure that the effectiveness of the QMS is continually improved. This entails the commitment of all members of staff to the principles laid out in The Patient's Charter and in working towards achieving the 'Minimum Standards for Cancer Services' except where agreed by the accreditation process.</p> <p>The delivery of radiotherapy to patients depends on all personnel complying with the policy and relevant procedures. Therefore, it is part of the responsibility of every professional, manager and supervisor to ensure that their subordinates and juniors who are involved with delivery of the service, are made aware of our policy in this regard. They also need to be made aware of their own responsibilities and contribution to quality. This policy is reviewed for continuing suitability.</p> <p>Quality Objectives aimed at continually improving the quality system are discussed and agreed with target timescales, at various meetings and reported to Management Review. Progress towards current objectives is reviewed at the six-monthly Management Review meetings.</p>
2	<p>List the main stakeholders/beneficiaries in terms of the recipients of the service or the target group at whom the service/policy is aimed</p> <p>Patients, service user, relatives, carers in our areas.</p>
3	<p>What data, evidence, studies, reports, audits, surveys or feedback have you researched, with particular regard to equality groups? Roughly how many/what proportion of staff or patients will be affected? (Data available under 8. of the Toolkit - Census Profiles for Devon and Cornwall</p>

	Patients survey
4	Who have you consulted with: e.g. staff, patients, service users? What consultation methods did you use e.g. satisfaction surveys, focus groups or patient observations, meetings, or networking, and any alternative arrangements you have made or are planning for consulting with hard-to-reach groups. When did you carry out this consultation and how were the results publicised?
	<p>Observations of care</p> <p>Patient satisfaction survey</p> <p>Site specific information sheets go to user groups, these groups should include representatives from hard-to reach</p>

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Part 2 Equality Group	Positive Impact	Negative Impact	Neutral Impact	Reasons for Impact
Age			X	
Disability	X			Raising awareness among staff on specific communication needs and incorporating diversity objectives of staff
Faith and Belief/Non Belief	X			List of festivals to refer to and raise awareness amongst staff. There is a Trust document ' <i>A Guide for staff in Providing Good religious, Spiritual, Pastoral & Cultural Care</i> '
Gender			X	e-learning to be offered to staff, introduce a Trust wide monitoring form
Race			X	
Sexual Orientation			X	
Transgender			X	Minimal attendance at Torbay, however staff aware and treat all patients with equal consideration within oncology

Outcomes

What changes will you make to remove or reduce any negative impact? Any action points should be included in Departmental action plans, with monitoring and review processes.

The Support and Information radiographer will maintain a record of uptake of sign language interpreters, appointment letters/leaflets in Braille (we do offer these services). This service will be included in an audit as part of the Quality Assurance Audit program for the Oncology Unit.

We do not monitor whether or not patients have a disability, but this will be included in the questionnaires together with race, religion etc. to accompany these questionnaires

Guidance Prompts

Age	Yes	No	N/A	To be action-ed
Is it easy for a person of any age to find out about and to use your service?	✓			
Does your service make assumptions about people simply because of their age?		✓		
Does your service give out positive messages about all ages in the leaflets and posters that it uses?			✓	
When you are recruiting staff, have you thought about age and how you can recruit people of all ages?	✓			
Could younger and older people in your staff team feel equally valued?	✓			
Do you monitor age to make sure that you are serving a representative sample of the population?		✓		
Do any eligibility criteria for your service discriminate against older or younger people without just cause?		✓		
Do your staff treat people of all ages with dignity and respect?	✓			
Have you considered including age equality into staff objectives and appraisal?	✓			
Disability	Yes	No	N/A	
Is it easy for people with disabilities to find out about your service?	✓			
Does your printed information take account of the communication needs of people with various disabilities and is it easy to understand?	✓			
Have you decided what core information you need available in large print, audiotape or Braille?	✓			
Is your service physically accessible to people with mobility problems or who use a wheelchair?	✓			
Do your staff members know how to access a sign language interpreter or an interpreting service for deaf and hearing impaired people, how to use an induction loop and where to get advice on material in different formats?	✓			
Do you routinely record the communication needs of patients with a disability when sending out appointments etc?	✓			
Have you put in place a procedure to record the uptake for sign language interpreters, appointment letters/leaflets in Braille etc?	✓			See outcome
Do you currently monitor whether or not patients have a disability so that you know how well your service is being used by people with a disability?	✓			See outcome
Do your staff members treat people with disabilities with respect and dignity?	✓			
Have you thought about your assessment materials and methods and made sure that they are relevant to people with disabilities?	✓			
Have you considered incorporating disability equality objectives into staff appraisals?	✓			? should be part of KSF
Faith and Belief/Non Belief	Yes	No	N/A	To action
Is it easy for people from different religious backgrounds to find out about your	✓			

service? Is your printed information religiously appropriate/sensitive?				
Do you currently record patients' religion in order to assist you in identifying users and non-users of your service from various religious backgrounds?	✓			
Are your staff members treating people from different religions/beliefs/non belief with respect and dignity?	✓			
Do your staff know how to access the Trust's Religious and Cultural Handbook?	✓			
Have your staff members received training on religion and belief?		✓		?Trust provider
Is your service religiously and culturally sensitive to meet the needs of people from various religious backgrounds?	✓			
Have you identified any specific dietary or other needs related to a person's religion which you need to be sensitive to?			✓	
Some religious and cultural traditions require particular dress e.g. wearing head coverings such as hijabs or turbans or modes of clothing which covers the body. Have you demonstrated flexibility and sensitivity to accommodate the wearing of religious dress safely?	✓			
If you are running inpatient or residential services have you thought about prayer needs or the need for a quiet space for your patients/residents?			✓	
Have you considered obtaining a list of various festivals to use to avoid arranging appointment/visits etc on any particular religious festivals, days or times?	✓			
Have you considered incorporating religion and belief equality objectives in staff appraisal?	✓			
Gender	Yes	No	N/A	
If your service is for men and women, do you routinely monitor the uptake of your service with gender breakdowns and take appropriate action?		✓		
Does your service/policy affect men and women differently - is this equal?		✓		
Do more women/men use your service? Do you need to consider positive action to get the gender balance even?		✓		
Do you need to review your service and accommodation with regard to dignity and respect i.e. with regard to bed, toilet and bathroom space?		✓		
Have your staff members received Gender Equality Training?		✓		
Have you considered incorporating gender equality objectives in your staff appraisals?	✓			
Race	Yes	No	N/A	
Have you decided what core information you need available in other languages?	✓			
Do your staff members know how to access an interpreter for booking appointments or how to access telephone interpreting (in situations where it may not be possible to arrange an appropriate interpreter)? Do your staff members know where to get advice on material in other languages and formats?	✓			

Do you currently record the ethnicity of patients so that you know how well your service is being used by people from minority ethnic backgrounds?		✓		
Are your staff members treating patients from a minority ethnic background with respect and dignity?	✓			
Have you identified any specific dietary or any religious needs of patients or any other specific requirements which you need to be sensitive to?	✓			
Have your staff members received Equality Impact Assessment training as well Diversity Training?		✓		? Trust provide
Have you considered incorporating race equality objectives in staff appraisal?	✓			
Sexual Orientation	Yes	No	N/A	To be action ed
Do you and your team give positive messages and a positive reception to gay men, lesbians, or bisexual people?	✓			
Does information about your service use visual images that depict mainly heterosexual couples?		✓		
When carrying out assessments, do you make it easy for someone to talk about their sexuality if it is relevant or do you assume that they are heterosexual?	✓			
Would staff in your workplace feel comfortable about being 'out' or would the office culture make them feel that this might not be a good idea?		Unsure-individual		
Have your staff had training on sexual orientation and equality?		✓		? Trust provide
Do you make sure that staff treat lesbian, gay and bisexual people with dignity and respect?	✓			
Have you considered incorporating sexual orientation equality objectives in staff appraisal?	✓			
Transgender	Yes	No	N/A	
Is your service sensitive to transgender individuals or those undergoing gender reassignment?	✓			
Do your staff understand transgender terminology?		unsure		
Have your staff had transgender training?		✓		?Trust provide
Do your staff treat transgender individuals with dignity and respect?	✓			
Have you considered incorporating transgender equality objectives in staff appraisal?	✓			? to be included in KSF docs