

Appendix 2 - Equality Impact Assessment - Standard Assessment Template

Section A: Assessment

Name of Policy : Insertion, Management and removal of the nasal bridle fixation device for naso-enteral feeding tubes in adults procedure.

Person/persons conducting this assessment with Contact Details: Sarah Galliford, Lead Enteral Nutrition Nurse, ext 46393

Date

1. The Policy

Is this a new or existing policy? Existing

What is the purpose of the policy? To support a small cohort of trained nursing and medical staff in the correct procedure for the insertion of a nasal bridle fixation device.

How do the aims of the policy fit in with corporate priorities? To minimise patient risk and harm caused by displaced nasogastric tubes in line with patient quality and safety.

Who will benefit from the policy? All patients within the UHB and a small cohort of nursing and medical staff.

What outcomes are wanted from this policy? Reduction in risk and improved compliance with the procedure.

Are there any factors that might prevent outcomes being achieved? The procedure has been in use for several years and no issues have arisen.

2. Data Collection

There is limited evidence for Equality Impact Assessments on Nasal Bridges. An internet search carried out on 09/12/2016 found one EQIA carried out in Stockport Hospital.

www.stockport.nhs.uk/websitedocs/initialEQIA

3. Impact

Do you think that the policy impacts on people because of their age? (This includes children and young people up to 18 and older people)

Yes, it has a positive impact because it applies to both adults and children. There is no upper age limit.

Do you think that the policy impacts on people because of their caring responsibilities? Yes, it has a positive impact. The procedure includes a section on Mental capacity and consent. This includes Best Interests Decisions which would be made in conjunction with relatives/carers if the patient was deemed not to have capacity.

Do you think that the policy impacts on people because of their disability? (This includes Visual impairment, hearing impairment, physically disabled, Learning disability, some mental health issues, HIV positive, multiple sclerosis, cancer, diabetes and epilepsy)

Yes, it has a positive impact as patients will be receiving artificial nutrition which will improve their clinical outcomes and reduce the risks associated with malnutrition.

The procedure includes a section on Mental capacity and consent. This includes Best Interests Decisions which would be made in conjunction with relatives/carers if the patient was deemed not to have capacity.

There would be an impact if a patient was using British Sign Language as their first language. There may be an impact relating to the patient giving consent to undergo the procedure. The interpretation service can be accessed as required to assist with this.

Do you think that the policy impacts on people because of Gender reassignment? (This includes Trans, transgender and transvestites)

There does not appear to be any evidence of any impact on this group.

Do you think that the policy impacts on people because of their being married or in a civil partnership? There does not appear to be any evidence of any impact on this group.

Do you think that the policy impacts on people because of their being pregnant or just having had a baby? There does not appear to be any evidence of any impact on this group.

Do you think that the policy impacts on people because of their race? (This includes colour, nationality and citizenship or ethnic or national origin such as Gypsy and Traveller Communities)

There would be an impact if English was not the patient's first language. There may be an impact relating to the patient giving consent to undergo the procedure. The interpretation service can be accessed as required to assist with this.

Do you think that the policy impacts on people because of their religion, belief or non-belief? (Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims and Sikhs. Consider these categories individually and collectively when considering impacts)

There may be an impact on patients receiving NG feeding if they are Muslim and are observing Ramadan. However, as patients who are in need of artificial Nutrition are medically unwell, they may be exempt from the rules of fasting. Discussion would need to be held with the patient and their relatives/carer.

Do you think that the policy impacts on men and woman in different ways? The google search for impact/evidence carried out on 09/06/2015 did not identify any impact on this group

Do you think that the policy impacts on people because of their sexual orientation? (This includes Gay men, heterosexuals, lesbians and bisexuals) No

Do you think that the policy impacts on people because of their Welsh language? The policy could impact on people because of their Welsh Language with regards to giving their consent to undergo the procedure. A patient may wish to give their consent in their preferred language of Welsh so the interpretation service would need to be accessed to meet this requirement.

4. Summary.

Age- positive impact

Caring responsibilities- positive impact

Disability- positive impact particularly in regard to capacity and consent issues.

Welsh Language- if needs are met by using interpretation services, the impact would be positive

Religion and Race- if needs are met by using the interpretation services, the impact would be positive

Is the policy directly or indirectly discriminatory under the equalities legislation? Although there are potential issues to do with language and consent as highlighted above, these can be mitigated against by the provision of interpreters and discussions with family/relatives or carers.

If the policy is indirectly discriminatory can it be justified under the relevant legislation? N/A

Appendix 3

**Cardiff and Vale University Health Board
Action Plan**

Section B: Action

5. Please complete your action plan below. Issues you are likely to need to address include

Consultation took place with the Welsh Language Officer and Chair of the Rainbow Flag LGBT Network. Consultation also took place with The Clinical Lead Dietitian of the Nutrition Support Team.

Equalities Impact Assessment Implementation Mitigation/Action Plan

Please see action

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments

6. Report, publication and Review

Please record details of the report or file note which records the outcome of the EQIA together with any actions / recommendations being pursued (date, type of report etc)

Nutrition and Catering Steering Group

Please record details of where and when EQIA results will be published

Once the restructure has been approved the documentation will be placed on the internet and intranet

Please record below when the EQIA will be subject to review.

October 2019

Name of person completing ___ Sarah Galliford _____

Signed _____

Date: ___ 13/10/2016 _____

**Name of Responsible Executive/Clinical Board Director Authorising
Assessment and Action Plan for publication _Fiona
Jenkins**_____

Signed: _____

Date: _____

Appendix 4

Summary:

The purpose of the procedure is to support nursing and medical staff in the correct procedure for the insertion of a nasogastric tube. The procedure is designed to ensure patient safety and to ensure compliance with legislation.

It is anticipated that the procedure will have positive impacts for all equality groups as they will benefit from the impact of receiving adequate nutrition via Nasogastric feeding tubes.

Although potential issues surrounding language and consent have been identified, these can be mitigated against by the provision of interpreters and discussion with family, relatives, carers.