

Equality & Health Impact Assessment for Resuscitation Procedure

1.	For service change, provide the title of the Project Outline Document or Business Case and Reference Number	Resuscitation Procedure
2.	Name of Clinical Board / Corporate Directorate and title of lead member of staff, including contact details	Surgery [Perioperative Directorate] Dr Aled Roberts, Chair, Resuscitation Committee; Angela Jones , Senior Nurse, Resuscitation Service Ext 48297
3.	Objectives of strategy/ policy/ plan/ procedure/ service	<p>The provision of an efficient, expedient and effective resuscitation protocol for victims of cardiopulmonary arrest must be an operational priority within every hospital. The adequate performance of such a service has wide reaching implications with respect to training, standards of care, risk management and clinical governance. UHBs have a duty of care to provide an effective resuscitation service.</p> <p>The purpose of the procedure is to provide guidelines for clear direction, standards and training for the practice of Cardiopulmonary Resuscitation (CPR) within Cardiff & Vale UHB.</p>
4.	Evidence and background information considered. For example <ul style="list-style-type: none"> • population data • staff and service users data, as 	Cardiff & Vale University Local Health Board (LHB) area is the smallest and most densely populated LHB area in Wales, primarily due to Wales' capital city: Cardiff. 72.1 and 27.9 percent of the LHB area population live within Cardiff and the more rural Vale of Glamorgan respectively

	<p>applicable</p> <ul style="list-style-type: none"> • needs assessment • engagement and involvement findings • research • good practice guidelines • participant knowledge • list of stakeholders and how stakeholders have engaged in the development stages • comments from those involved in the designing and development stages <p>Population pyramids are available from Public Health Wales Observatory¹ and the UHB's 'Shaping Our Future Wellbeing' Strategy provides an overview of health need².</p>	<p>Fig 1: Population Pyramid Cardiff & Vale University LHB and Wales Data source: Office for National Statistics, mid year estimates 2007</p>
5.	Who will be affected by the strategy/ policy/ plan/ procedure/ service	<p>All healthcare professionals working in Cardiff & Vale UHB are affected by this guideline.</p> <p>The procedure will provide a clear guide for staff and compliment national guidance published by the Resuscitation Council (UK).</p>

EQIA / How will the strategy, policy, plan, procedure and/or service impact on people?

Questions in this section relate to the impact on people on the basis of their 'protected characteristics'. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
6.1 Age For most purposes, the main categories are: <ul style="list-style-type: none"> • under 18; • between 18 and 65; and • over 65 	No documented evidence found from the assessment review of the information available on the date the search was performed to suggest that there are any statements, condition, rules or requirements which could potentially exclude or where applied cause an adverse impact against any group of individuals in respect of age.	N/A	N/A
6.2 Persons with a disability as defined in the Equality Act 2010 Those with physical	The UHB is aware from its demographic information that it employs staff who have disabilities as defined within	N/A	N/A

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impairments, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes	the Act. As such, the Policy has been made accessible to staff in both electronic and paper copy.		
<p>6.3 People of different genders: Consider men, women, people undergoing gender reassignment</p> <p>NB Gender-reassignment is anyone who proposes to, starts, is going through or who has completed a process to change his or her gender with or without going through any medical procedures. Sometimes referred to as Trans or Transgender</p>	There appears not to be any impact on staff regarding gender. No documented evidence found from the assessment review of the information available on the date the search was performed to suggest that there are any statements, condition, rules or requirements which could potentially exclude or where applied cause an adverse impact against any group of individuals in respect of gender.	N/A	Procedure put out for consultation within the organisation and ratified by the Resuscitation Committee

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate. Make reference to where the mitigation is included in the document, as appropriate
6.4 People who are married or who have a civil partner.	There appears not to be any impact. No documented evidence found from the assessment review of the information available on the date the search was performed to suggest that there are any statements, condition, rules or requirements which could potentially exclude or where applied cause an adverse impact against any group of individuals in respect of sexual orientation.	N/A	N/A
6.5 Women who are expecting a baby, who are on a break from work after having a baby, or who are breastfeeding. They are protected for 26 weeks after having a baby whether or not	There appears not to be any impact.	N/A	N/A

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they are on maternity leave.			
6.6 People of a different race, nationality, colour, culture or ethnic origin including non-English speakers, gypsies/travellers, migrant workers	There appears not to be any impact regarding race, nationality, colour, culture or ethnic origin. No documented evidence found from the assessment review of the information available on the date the search was performed to suggest that there are any statements, condition, rules or requirements which could potentially exclude or where applied cause an adverse impact against any group of individuals in respect of race	Whilst there doesn't appear to be any impact, if a member of staff was known to have difficulties with the written word, good management would dictate that alternative arrangements be made, such as individual meetings. Members of the public would be supported by staff or family members as appropriate	All departments to be aware of their staff profiles. Policy put out for consultation within the organisation and ratified by the Resuscitation Committee
6.7 People with a religion or belief or with no religion or belief.	It is unlikely to be any impact on staff regarding their religion.	Staff are able to raise any issues with their line manager/Human	Procedure put out for consultation within the organisation and ratified by the

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The term 'religion' includes a religious or philosophical belief		Resources.	Resuscitation Committee
6.8 People who are attracted to other people of: <ul style="list-style-type: none"> the opposite sex (heterosexual); the same sex (lesbian or gay); both sexes (bisexual) 	There appears not to be any impact on staff or patients.		Procedure put out for consultation within the organisation and ratified by the Resuscitation Committee
6.9 People who communicate using the Welsh language in terms of correspondence, information leaflets, or service plans and design Well-being Goal – A Wales of vibrant culture and thriving Welsh language	There is no provision for the use of Welsh Language within the Guideline.	The policy prompts staff to ask patients which language the patient/service users would like to communicate in, either English or Welsh, in line with the 'Active Offer' requirements of the Welsh Governments' More than Just Words Strategy.	Procedure put out for consultation within the organisation and ratified by the Resuscitation Committee

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6.10 People according to their income related group: Consider people on low income, economically inactive, unemployed/workless, people who are unable to work due to ill-health	There appears not to be any impact	N/A	N/A
6.11 People according to where they live: Consider people living in areas known to exhibit poor economic and/or health indicators, people unable to access services and facilities	There appears not to be any impact on staff, and this policy has a positive impact on people on low income as the policy is applicable to all people.	N/A	Procedure put out for consultation within the organisation and ratified by the Resuscitation Committee
6.12 Consider any other groups and risk factors relevant to this strategy, policy, plan, procedure and/or service	There appears not to be any impact	N/A	Procedure put out for consultation within the organisation and ratified by the Resuscitation Committee

6. HIA / How will the strategy, policy, plan, procedure and/or service impact on the health and well-being of our population and help address inequalities in health?

Questions in this section relate to the impact on the overall health of individual people and on the impact on our population. Specific alignment with the 7 goals of the Well-being of Future Generations (Wales) Act 2015 is included against the relevant sections.

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
7.1 People being able to access the service offered: Consider access for those living in areas of deprivation and/or those experiencing health inequalities Well-being Goal - A more equal Wales	As a procedure, there will be no impact	N/A	N/A
7.2 People being able to improve /maintain healthy lifestyles: Consider the impact on healthy lifestyles, including healthy eating, being active, no smoking /smoking	As a procedure, there will be no impact.	N/A	N/A

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<p>cessation, reducing the harm caused by alcohol and /or non-prescribed drugs plus access to services that support disease prevention (eg immunisation and vaccination, falls prevention). Also consider impact on access to supportive services including smoking cessation services, weight management services etc</p> <p>Well-being Goal – A healthier Wales</p>			
<p>7.3 People in terms of their income and employment status: Consider the impact on the availability and accessibility of work, paid/ unpaid employment, wage levels, job security, working</p>	As a procedure, there appears to be no impact	N/A	N/A

How will the strategy, policy, plan, procedure and/or service impact on:-	Potential positive and/or negative impacts and any particular groups affected	Recommendations for improvement/ mitigation	Action taken by Clinical Board / Corporate Directorate Make reference to where the mitigation is included in the document, as appropriate
<p>conditions</p> <p>Well-being Goal – A prosperous Wales</p>			
<p>7.4 People in terms of their use of the physical environment:</p> <p>Consider the impact on the availability and accessibility of transport, healthy food, leisure activities, green spaces; of the design of the built environment on the physical and mental health of patients, staff and visitors; on air quality, exposure to pollutants; safety of neighbourhoods, exposure to crime; road safety and preventing injuries/accidents; quality and safety of play areas and open spaces</p>	<p>For this procedure, there will be no impact.</p>		

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Well-being Goal – A resilient Wales			
7.5 People in terms of social and community influences on their health: Consider the impact on family organisation and roles; social support and social networks; neighbourliness and sense of belonging; social isolation; peer pressure; community identity; cultural and spiritual ethos Well-being Goal – A Wales of cohesive communities	N/A	N/A	
7.6 People in terms of macro-economic, environmental and sustainability factors: Consider the impact of government policies; gross	Welsh Government Policy		

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<p>domestic product; economic development; biological diversity; climate</p> <p>Well-being Goal – A globally responsible Wales</p>			

8.1 Please summarise the potential positive and/or negative impacts of the strategy, policy, plan or service	On reviewing the previous procedure and writing the latest version, improvements have been made in people who communicate using the Welsh language, people with a religion or belief or with no religion or belief. Overall, there appears to be very limited impact on the protected characteristics and health inequalities as a result of this policy.
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Action Plan for Mitigation / Improvement and Implementation

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
8.2 What are the key actions identified as a result of completing the EHIA?	None	Dr Aled Roberts	N/A	Action in accordance with UHB Employment Policies and Procedures.
8.3 Is a more comprehensive Equalities Impact Assessment or Health Impact Assessment required? This means thinking about relevance and proportionality to the Equality Act and asking: is the impact significant enough that a more formal and full consultation is required?	As there has been potentially very limited impact identified is unnecessary to undertake a more detailed assessment.	N/A	N/A	

	Action	Lead	Timescale	Action taken by Clinical Board / Corporate Directorate
<p>8.4 What are the next steps?</p> <p>Some suggestions:-</p> <ul style="list-style-type: none"> Decide whether the strategy, policy, plan, procedure and/or service proposal: <ul style="list-style-type: none"> continues unchanged as there are no significant negative impacts adjusts to account for the negative impacts continues despite potential for adverse impact or missed opportunities to advance equality (set out the justifications for doing so) stops. Have your strategy, policy, plan, procedure and/or service proposal approved Publish your report of this impact assessment Monitor and review 	<p>It has been approved by the Resuscitation Committee, and will continue to be reviewed as necessary as part of the groups Terms of Reference. When this policy is reviewed, this EHIA will form part of that consultation exercise. This EHIA will be reviewed three years after approval unless changes to terms and conditions, legislation or best practice determine that an earlier review is required. The UHB standard is that all policies are reviewed within 3 years (1 year if a statutory requirement).</p>	<p>Dr Aled Roberts</p>	<p>3 years</p>	

