

# Equality Analysis

## Guidance and template and Equality Analysis Screening

Version 1.0 – 08.05.2014

## Equality Analysis Screening Form

<b>Date of Assessment</b>	2 <sup>nd</sup> July 2014
<b>Assessor Name &amp; Job Title</b>	Michelle Rahman, Interim Director, Quality and Governance, Croydon CCG
<b>Name of the strategy / policy / proposal / service function</b>	Achieving a reduction in Pressure Ulcers Across Croydon Health and Social Care Economy
<b>Aim/Purpose of Policy</b>	<p>The report aims to raise the profile and issue of pressure ulcers acquired out of hospital settings and provides the background of the need to focus on the reduction of pressure ulcers to reduce harm but also to improve the health and wellbeing and tissue viability of both actual and potential users of health and social care services.</p> <p>The treatment and prevention of pressure ulcers (PUs) is a critical part of providing holistic nursing care as pressure ulcers have a detrimental effect on patients' health, wellbeing, and experience of healthcare, as well as being a significant economic burden on the provision of healthcare within the NHS.</p> <p>The report highlights the national focus on the need to reduce pressure ulcers irrespective of where they occur and provides an update into the achievement of Croydon Health Services since September 2013, where the organisation achieved a reduction in hospital acquired grade 2 pressure ulcers by 25% and all pressure ulcers by 31% through nurse education and monitoring. Croydon Health Services through the national Commissioning for Quality and Innovation Scheme has been charged with the responsibility of leading work to reduce pressure ulcers irrespective of where they occur this is a wide and far-reaching responsibility and cannot be achieved without the full understanding and involvement of all stakeholders with the responsibility and interest in the health and wellbeing of Croydon's population.</p>

1. Do you consider the strategy / policy / proposal / service function to have an **adverse equality impact / health inequality impact** on any of the protected groups\*? Write either 'yes' or 'no' next to the appropriate group(s).

*\*As defined by the Equality Act 2010*

Protected Group	Yes or No	Protected Group	Yes or No	Protected Group	Yes or No
Age	no	Pregnancy/Maternity	N/A	Marriage/Civil Partnership (employment matters)	no
Disability	no	Race	no	Carers	no
Gender	no	Religion/Belief	no		
Gender Reassignment	no	Sexual Orientation	no		

2. If you answered 'yes' to any of the above, give your reasons why.

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3. If you answered 'no' to any of the above, give your reasons why.

<p><b>Gender Reassignment</b> – There are no known impacts on gender re-assignment</p> <p><b>Sexual Orientation</b> – There are no known impacts on sexual orientation however, the services should comply with equality policies and deliver services to the same quality irrespective of sexual orientation.</p> <p><b>Religion/Belief</b> – There are no known impacts on religion or belief</p> <p><b>Age</b> – no as pressure ulcers are more prevalent in older people therefore the aim to reduce pressure ulcers irrespective of where they occur will present a positive impact for older people.</p> <p><b>Gender</b> – no for women as there are older women than men therefore the aim to reduce pressure ulcers irrespective of where they occur will present a positive impact for women.</p> <p><b>Source: Office for National Statistics mid-2012 population estimates</b></p> <p><b>Race</b> – no - Croydon has a high percentage of BME groups. Over half of Croydon's population are from black Asian and minority ethnic groups who have a higher prevalence of diabetes certain cardiovascular diseases that are comorbid conditions associated with delayed wound healing. Therefore the aim to reduce pressure ulcers irrespective of where they occur will present a positive impact for BME groups.</p> <p><b>Source: Croydon JSNA 2010/11 + cardiovascular disease</b>  <a href="http://www.hopkinsmedicine.org/geriatric_medicine_gerontology/_downloads/readings/section8.pdf">http://www.hopkinsmedicine.org/geriatric_medicine_gerontology/_downloads/readings/section8.pdf</a></p> <p><b>Disability</b> – no - Pressure sores affect people who are immobilised through sickness or disability. Therefore the aim to reduce pressure ulcers irrespective of where they occur will present a positive impact for this group of people.</p> <p><b>Carers</b> – no – improving a health condition may reduce the caring responsibilities of carers</p> <p><b>Data collection</b> - Providers should be asked to collect data on patient experience regarding as many of the protected characteristics as possible, as a minimum age, disability, race/ethnicity, gender and possibly extending to sexual orientation and religion/belief. This will enable us to assess the experience of all communities in Croydon.</p>
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4. Please indicate if a Full Equality Analysis is recommended.		NO	
Signature of Lead or Director	Date completed		
	02/07/2014		
Signature of Equality and Diversity Lead	Date reviewed		
	02/07/2014		