

EQUALITY & DIVERSITY IMPACT ASSESSMENT

When completed, a copy of this EDIA form should be emailed to elaine.savory@aapct.scot.nhs.uk

Name of Strategy	Guideline for Professionals Performing Cryotherapy		
Name of Division	Children's, Women's and Sexual Health Services		
Names and role of Review Team:	Helen Kenyon, Practice Development Nurse Ann McGinn, Admin Supervisor – Sexual Health	Date(s) of assessment:	08/12/20
PART ONE: RAPID IMPACT ASSESSMENT (INITIAL SCREENING PROCESS)			
SECTION ONE AIMS OF THE PROGRAMME			
1.1. Is this a new or existing Policy : Existing			
1.2. What is the aim or purpose of the Strategy: To provide information on performing Cryotherapy treatment			
1.3. Who is this strategy intended to benefit or affect? In what way? Who are the stakeholders? Patients– Providing evidence based practice and up-to-date guidance on Cryotherapy treatment Staff – Providing evidence based practice and up-to-date guidance on performing Cryotherapy treatment			
1.4. What outcomes are intended from this Strategy Safe working practices.			

1.5. How have these people been involved in the development of this policy?

A wide range of staff have been consulted regarding the guideline. Comments noted and acted upon as necessary.

1.6. What resource implications are linked to this strategy

Implementation of this guideline will be met from within existing resources.

SECTION TWO IMPACT ASSESSMENT

Complete the following table, giving reasons or comments where:

The Programme could have a positive impact by contributing to the general duty by –

- **Eliminating unlawful discrimination**
- **Promoting equal opportunities**
- **Promoting relations within the equality group**
- **Taking account of disabilities**

The Programme could have an adverse impact by disadvantaging any of the equality groups. Particular attention should be given to unlawful direct and indirect discrimination.

If any potential impact on any of these groups has been identified, please give details - including if impact is anticipated to be positive or negative.

Equality Target Groups

	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
--	------------------------	-----------------------	------------------	--

2.1. Women and Men	√			Positive impact for both men and women – service designed for both men and women requiring Cryotherapy treatment
2.2. Minority ethnic groups inc gypsy travellers, refugees & asylum seekers	√			As 2.1. Female clinicians are available on request for those patients of specific religious or cultural backgrounds. Existing organisational processes for translation and interpretation will be applied for those patients whose first language is not English.
2.3. Children & Young people	√			Service has been designed for general public who require Cryotherapy treatment.
2.4 People with disabilities (physical or learning)	√			As 2.1. Adaptations to the guideline are in place where necessary for people with a physical disability or impairment to ensure equitable access to the service. Existing organisational processes for BSL interpretation will be applied for those patients who use BSL as a first, or only, language.
2.5 Religious or faith groups	√			As 2.1. Female clinicians are available on request for those patients of specific religious or cultural backgrounds.
2.6 Older people	√			Service designed for general public who require Cryotherapy treatment.
2.7 Homeless			√	This service is accessible by general public who require Cryotherapy treatment. If someone identifies as being homeless, this would not preclude them from being treated.

2.8 Looked after and Accommodated: Children Adults Older People			 √ √ √	This service is accessible by general public who require Cryotherapy treatment.
2.9 Lesbians 2.10 Gay men 2.11 Bisexuals 2.12 Transgender people			 √ √ √ √	This service is designed for the general public who require Cryotherapy treatment. A person's sexual orientation would not affect their ability to access the service.
2.13 People with language or social origin issues			√	This service is accessible by general public who require Cryotherapy treatment. Provision of any written materials can be made available in alternative formats or access to interpreters.
2.14 Individuals with Mental Health issues			√	This service is accessible by the general public who require Cryotherapy treatment regardless of mental health status.
2.15 People in criminal justice system			√	This service is accessible by the general public who require Cryotherapy treatment.
2.16 People in poverty			√	This service is accessible by the general public who require Cryotherapy treatment.
2.17 Married and unmarried people/civil partnerships			√	This service is accessible by the general public who require Cryotherapy treatment. A person's marital / relationship status would not affect their ability to access the service.

2.18 Staff	√			This service is accessible by the general public who require Cryotherapy treatment. The updated guideline is to ensure staff are following consistent, good practice processes when providing Cryotherapy treatment and are aware of the risks associated with it use.
------------	---	--	--	--

SECTION THREE CROSSCUTTING ISSUES				
What impact will the proposal have on lifestyles? For example, will the changes affect:				
	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
3.1 Diet and nutrition?			√	This guideline has no impact on diet and nutrition.
3.2 Exercise and physical activity?			√	This guideline has no impact on exercise and physical activity.
3.3 Substance use: tobacco, alcohol or drugs?			√	This guideline has no impact on substance use.
3.4 Risk taking behaviour?			√	The guideline offers advice regarding Cryotherapy treatment
3.5 Education and learning, or skills?	√			The guideline will offer additional educational value to members of staff, for example, clinical staff in both primary and secondary care.
3.6 Other			√	

SECTION FOUR CROSSCUTTING ISSUES:				
Does your Programme consider the impact on the social environment? Things that might be affected include:				
	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
4.1 Social status			√	This guideline has no impact on social status.
4.2 Employment (paid or unpaid)			√	This guideline has no impact on employment.
4.3 Social/family support			√	This guideline has no impact on social/family support.
4.4 Stress			√	This guideline has no impact on stress.
4.4 Income/Expenditure			√	This guideline has no impact on income / expenditure.

SECTION FIVE CROSSCUTTING ISSUES				
Will the proposal have an impact on the physical environment? For example, will there be impacts on:				
	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
5.1 Living conditions?			√	This guideline has no impact on living conditions.
5.2 Working conditions?			√	This guideline has no impact on working conditions.
5.3 Pollution or climate change?			√	This guideline has no impact on pollution or climate change.

5.4 Accidental injuries or public safety?	√			The updated guideline will ensure staff are following consistent, good practice processes when providing Cryotherapy treatment and are aware of the risks associated with it use.
5.5 Transmission of infectious disease?			√	The updated guideline will ensure staff are following consistent, good practice processes when providing Cryotherapy treatment and are aware of the risks associated with it use, however, this will not impact transmission of infectious diseases.
5.6 Other			√	Nothing further to add.

Will the Programme have any impact on...

Discrimination?	√			The implementation of this programme will not change the organisation's status on discrimination or equality of opportunity whereby all patients have equal access to services.
Equality of opportunity?	√			
Relations between groups?			√	
Other				

Will the proposal affect access to and experience of services? For example:

	Positive impact	Adverse impact	No impact	Reason or comment for impact rating
Health care			√	The existing service is currently in place, therefore, no change to access to or experience of services. The updated guideline will ensure staff are following consistent, good practice processes when providing Cryotherapy treatment and are aware of the risks associated with it use.
Social Services			√	This guideline has no impact on social services.

Education			√	This guideline has no impact on education services.
Transport			√	This guideline has no impact on transport services.
Housing			√	This guideline has no impact on housing services.

PART TWO

SECTION SIX EXAMINATION OF AVAILABLE DATA AND CONSULTATION

Data could include: consultations, surveys, databases, focus groups, in-depth interviews, pilot projects, reviews of complaints made, user feedback, academic or professional publications, reports etc)

Name any experts or relevant groups / bodies you should approach (or have approached) to explore their views on the issues.

Specialist sexual health department; infection control team; health and safety department.

What do we know from existing in-house quantitative and qualitative data, research, consultations, focus groups and analysis?

N/A

What do we know from existing external quantitative and qualitative data, research, consultations, focus groups and analysis?

The guideline has been produced on the guidance from the British Association of Sexual Health and HIV (BASHH), West of Scotland Managed Clinical Network guidance.

What gaps in knowledge are there?

N/A

In relation to the groups identified:

What are the potential impacts on health?

Cryotherapy treatment e.g of genital warts is beneficial to clients psychological and sexual well being

Will the Programme impact on access to health care? If yes - in what way?

No

Will the Programme impact on the experience of health care? If yes - in what way?

No

SECTION SEVEN HAVE ANY POTENTIAL NEGATIVE IMPACTS BEEN IDENTIFIED?

If so, what action been proposed to counteract these? Negative impacts (if yes, state how) e.g.

- **Is there any unlawful discrimination?** No
- **Could any community get an adverse outcome?** No.
- **Could any group be excluded from the benefits of the Programme/function?** No
- **Does it reinforce negative stereotypes?** No.

Recommendations (This should include any action required to address negative impacts identified)

The service is designed for the general public, therefore, no actions have been identified.

SECTION EIGHT MONITORING

How will the outcomes be monitored?

Through audits.

What monitoring arrangements are in place?

Routine monitoring arrangements are in place as per overall departmental audits. Also monthly monitoring of DATIX reports.

Who will monitor?

Designated group of staff who undertake the audits.

What criteria will you use to measure progress towards the outcomes?

Incidents highlighted through the monthly monitoring reports via DATIX.

SECTION NINE FOR NEW POLICIES ONLY

What research or consultation has been done?

What stage is the Programme at?

What is the target date for completion?

Is a more detailed assessment needed? (It is not necessary to subject all proposals to a detailed assessment.) If so, for what reason?

COMPLETED PROGRAMME

Who will sign this off?

NHS A&A Obs & Gyn Clinical Governance Group

When? January 2021

PUBLICATION

How will this be published?

Athena and individual copy to sexual health clinicians.

Copy given to Equality & Diversity Officer

Yes

Carried Out by

Helen Kenyon

Title

Practice Development Nurse/Nurse Practitioner

Signature

Helen B. Kenyon

Date

08/12/20

Authorised by

NHS A&A Obs & Gyn Clinical Governance
Group

Title

Signature

Date