

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	C/15/71	
Lead Officer	Name	Emma Bragger
	Position	Policy Officer, Communities
	Contact details	Runcorn Town Hall Heath Road Runcorn WA7 5TD

SECTION 1 –Context & Background

1.1 What is the title of the policy / practice?

Restrictive Physical Interventions (RPI) Policy, Procedure and Practice

1.2 What is the current status of the policy / practice?

Existing

Changed

New

1.3 What are the principal aims and intended outcomes of the policy / practice?

To ensure that Restrictive Physical Interventions are used as infrequently as possible; they are always used in the best interests of individuals concerned; when used everything possible is done to prevent injury and maintain the individual's sense of dignity.

1.4 Who has primary responsibility for delivering the policy / practice?

Managers within the Communities Directorate are responsible for delivering and monitoring this policy. All staff who come into contact with service users who present behaviour that challenges services, where a restrictive physical intervention may be required, are responsible for implementing this policy.

1.5 Who are the main stakeholders?

Stakeholders: Service users, carers, managers and operational staff within Halton Borough Council and contracted services.

1.6 Who is the policy / practice intended to affect?

Residents ✓

Staff ✓

Specific Group(s) ✓

(add details below)

Specific Groups: the policy states HBC staff's responsibility in working with people accessing HBC Adult or Older People's services who present with behaviour which challenges services or presents a danger to themselves, staff or others (including members of the public). It outlines the service user's rights and how they will be supported by staff to avoid overly disruptive or dangerous behaviour.

Staff: are provided with Policy, Procedure and Practice guidance detailing their responsibilities when implementing a restrictive physical intervention.

EQUALITY IMPACT ASSESSMENT – STAGE 1

1.7 Are there any other related policies / practices?

The policy should be used in conjunction with the Assessment and Care Management Manual June 2010.

SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (✓) No ()

State reasons below

The policy has been written to ensure that service users are treated equally and with dignity at all times by all staff members they have contact with.

2.2 Has data and information has been used in determining the impact of the policy / procedure under review?

Equality Group(s)	None available
--------------------------	----------------

Baseline data and information

None available

2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or Low (L)?

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	=	M	This Policy relates specifically to Adults and older people. (there are equivalent policies adopted by schools)
Disability	+	H	The policy is in place to protect those in receipt of an Adult or Older People's service who present a danger to themselves, staff or others
Gender	=	M	The policy outlines how RPIs should be implemented in a way to not be construed as sexual contact
Race / ethnicity	=	M	The policy outlines how RPIs

EQUALITY IMPACT ASSESSMENT – STAGE 1

			should be implemented in a way to respect cultural differences
Religion / belief	=	M	The policy outlines how RPIs should be implemented taking into account religious beliefs
Sexual Orientation	=	M	No impact on sexual orientation
Transgender	=	M	No impact on transgender service users
Marital status/ Civil Partnerships	=	M	No impact
Pregnancy/Maternity	-	H	Implementation of an emergency RPI on women who are pregnant could have health consequences for the mother and / or unborn child
In Halton two further vulnerable groups have been identified: -			
Carers	-	M	Carers are involved in the development of a person centred plan, of which and RPI may form part.
Socio – economic disadvantage	-	M	No Impact

2.4 Does the policy / practice have any potential impact upon safeguarding vulnerable people?

The policy has a positive impact on safeguarding. All staff within the Adult and Older People's Services are responsible for safeguarding of vulnerable adults. Implementation of this policy involves appropriate risk assessments, recording and reporting of incidents. The Policy includes how to report abuse/possible abuse and the availability of a whistleblowing policy for staff

2.5 How will the impact of the policy / practice be monitored?

By review of RPI incident reports and Behavioural Risk Assessments

2.6 Who will be responsible for monitoring?

Managers of those services in which it has been identified that staff may be required to implement an RPI

2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment. Where none have been identified insert 'no further action required' in the first column

Action & purpose / outcome	Priority	Timeframe	Lead Officer
Service users who are identified as being pregnant, or have recently been pregnant :	<i>H</i>	<i>From implementation of this policy</i>	<i>Service Managers responsible for staff who may be</i>

EQUALITY IMPACT ASSESSMENT – STAGE 1

Their person centred plan should include a range of preventative measures and alternative measures to an RPI to control overtly disruptive or dangerous behaviour			<i>required to implement an RPI, or alternative</i>
--	--	--	--

2.8 Summary of stakeholders involved in this review

Job Title or Name	Organisation / representative of
Divisional Manager for Complex Needs Divisional Manager – Community Services Divisional Manager - Assessment Commissioning Manager (John Williams) Learning and Development Manager (as was) Principal Health and Safety Advisor Principal Manager of the Positive Behaviour Support Service Divisional Manager – Mental Health Quality Assurance Manager Principal Manager Day Services Legal Services	Halton Borough Council
Chief Nurse and Deputy Chief Nurse	NHS Halton Clinical Commissioning Group
Residential and Domiciliary Care Provider Forum	Via HBC Quality Assurance Team Manager

2.9 Completion Statement

As the identified Lead Officer of this review I confirm that:-

No negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is not required ☒

EQUALITY IMPACT ASSESSMENT – STAGE 1

Signed: Emma Bragger	Date: January 2015
----------------------	--------------------

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.