

Equality Impact Assessment Tool: Policy, Strategy and Plans
(Please follow the EQIA guidance in completing this form)



1. Name of Strategy, Policy or Plan

Pressure Ulcer Prevention and Management Policy

This is a : **Current Policy**

2. Brief Description - Purpose of the policy, Changes and outcomes, services or activities affected

The purpose of this policy is to ensure that all patients within NHS Greater Glasgow and Clyde (NHSGGC) are systematically assessed, and effective strategies put in place to reduce risk to healthy tissue and facilitate healing of damaged tissue from pressure, shear, friction and moisture. This policy is applicable to all age groups.

3. Lead Reviewer

French, Stephen

4. Please list all participants in carrying out this EQIA:

Stephen French (Project Manager)

5. Impact Assessment

A. Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality

Yes. Section 2 Scope states that 'all patients will require to have a pressure ulcer risk assessment, care planning and interventions documented. These will be underpinned by evidence based practice regardless of age, gender, sexuality, race, religion or belief and disability. Additionally, Section 3.1 roles and Responsibilities of healthcare staff states that there is a responsibility to provide 'the patient and relative/carer, as appropriate, with information in a suitable format.'

B. What is known about the issues for people with protected characteristics in relation to the services or activities affected by the policy?

		Source
All	All patients are at risk of developing pressure ulcers. Pressure ulcers can occur in any person who has, for example, limited mobility, cognitive impairment, palliative and end of life care needs or who is acutely ill.	Gorecki, C., J.M. Brown, et al (2009) 'Impact of pressure ulcers on quality of life in older patients: a systematic review.' J Am Geriatric Soc 57(7): 1175-83
Sex	Sex is not considered to be a factor in pressure ulcer prevention.	
	Gender reassignment is not considered to be a factor in pressure ulcer	

Gender Reassignment	prevention.		
Race	Race is not considered to be a factor in pressure ulcer prevention. However, there may be challenges to pressure ulcer prevention work with patients due to communication barriers though these will be removed in practice via NHSGGC communication support provision.		
Disability	People with a disability or ill health may be more likely to develop a pressure ulcer.	Gorecki, C., J.M. Brown, et al (2009) 'Impact of pressure ulcers on quality of life in older patients: a systematic review.' J Am Geriatric Soc 57(7): 1175-83.	
Sexual Orientation	Sexual orientation is not considered to be a factor in pressure ulcer prevention.		
Religion and Belief	Religion and belief are not considered to be factors in pressure ulcer prevention.		
Age	Age in itself is not considered to be a factor in pressure ulcer prevention. However, age-related issues such as people with limited mobility and people who may be considered frail elderly, may be more at risk of developing pressure ulcers.		
Pregnancy and Maternity	Pregnancy and maternity are not considered to be factors in pressure ulcer prevention.		
Marriage and Civil Partnership	Marriage and civil partnership are not considered to be factors in pressure ulcer prevention.		
Social and Economic Status	Social and economic status are not considered to be factors in pressure ulcer prevention.		
Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)	The status of other marginalised groups is not considered to be a factor in pressure ulcer prevention.		
C. Do you expect the policy to have any positive impact on people with protected characteristics?			
	Highly Likely	Probable	Possible
General	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above

Sex	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Gender Reassignment	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Race	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Disability	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Sexual Orientation	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above

Religion and Belief	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Age	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Marriage and Civil Partnership	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Pregnancy and Maternity	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
Social and Economic Status	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above

Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)	Yes. This policy will provide staff with clear and consistent guidance on the prevention and safe management of pressure ulcers. NHSGGC staff will identify patients at risk of developing pressure ulcers; identify and modify pressure ulcer risk factors for patients; reduce the risk of harm as a consequence of pressure ulcer development; involve the patient, relatives and carers in care planning to minimise pressure ulcer development; promote greater communication between multi-disciplinary teams in relation to pressure ulcers; ensure their skills and knowledge in pressure ulcer prevention meet the needs of their patients; promote collaborative pressure ulcer prevention and management between clinical settings and governance structures.	As above	As above
D. Do you expect the policy to have any negative impact on people with protected characteristics?			
	Highly Likely	Probable	Possible
General	No	No	No
Sex	No	No	No
Gender Reassignment	No	No	No
Race	No	No	No
Disability	No	No	No
Sexual Orientation	No	No	No
Religion and Belief	No	No	No
Age	No	No	No
Marriage and Civil Partnership	No	No	No
Pregnancy and Maternity	No	No	No
Social and Economic Status	No	No	No
Other marginalised groups (homeless, addictions, asylum seekers/refugees,	No	No	No

travellers, ex-offenders			
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