

## Equality Impact Assessments (EqIA) Screening Tool to decide if an EqIA is needed

### 1. What is your Service Area and Directorate?

Service area: Health and Safety

Name of Initiative: Violence & Aggression Policy

Directorate: Nursing Directorate

### 2. What initiative are you screening for relevance to equality?

New Service

Service Review

Service change

Strategy

Policy

Other

*Please write in:*

Project

Care pathway

Financial decision/

Efficiency saving

### 3. Please give a brief description of the initiative including the aims, objectives, who will be affected and what you are trying to achieve

*Please write in*

This policy provides guidance to managers and staff over the management of all issues relating to violence and aggression.

This policy applies to the management of risk to any person who is likely to be exposed to a violent or aggressive situation whilst on Health Board premises or any employee carrying out duties elsewhere on behalf of the Health Board. In some instances there may be justification to alter how care is delivered and/or remove care if the risks cannot be actively managed.

This policy supports the Health Board's Health and Safety Policy and the requirement of Welsh Government to give the management of violence and aggression high priority.

### 4. What does the initiative mainly relate to?

Direct frontline service delivery e.g. face to face contact with service users



*Please explain why*

The aims of this policy is to ensure, so far as is reasonably practicable, that Swansea Bay University Health Board employees and persons working in Swansea Bay University Health Board are not exposed to significant risk to their health and safety and to -

- Clearly define Health Board policy towards the risk of violence and aggression
- Clearly define responsibilities for the management of violence and aggression within the Health Board
- Clearly state the requirement to undertake risk assessments both for the general management of violence and aggression in all areas of the Health Board and where necessary for individual patients and visitors
- Ensure appropriate procedures for the management of patients, visitors and others are in place to reduce the risk of a violent incident occurring.
- Ensure there is a training programme appropriate to the needs of staff.
- Promote and develop co-operation, coordination and the sharing of information both within the Health Board and with other organisations.
- Consider the need to safeguard lone workers. • Encourage staff at all levels to report actual incidents of violence and aggression or where concerns are raised.
- Support staff, managers and others following an incident and in taking any necessary action
- Introduce measures to protect staff by the application of a range of sanctions against violent or aggressive individuals

Indirect front line service delivery e.g. support service provided at a distance

*Please explain why*

Indirect back room service delivery e.g. support service with no patient contact

*Please explain why*

**5. Would this initiative be delivered in partnership with other public sector partner organisations or contractors?**

Yes  No

**6. What is the potential impact on the following groups of people including patients or the wider community?**

Group	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
Different racial groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.						
Different age groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						

Group	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
	No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
Children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
Men, women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
People with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
Different religions or beliefs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
Different sexual orientations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
Welsh language speakers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					
Pregnant women/women who have recently given birth to children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.					

Group	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
Marital or civil partnership status	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.						
Carers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.						
Different socio-economic groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i> No impact identified. This policy complies with regulatory and legislative requirements and is equally applicable to all.						

### 7. What is the potential impact on staff?

Staff Group	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i> This policy applies to all Swansea Bay University Health Board employees and ‘others’ working within Swansea Bay University Health Board premises including temporary and agency staff, contractors, volunteers, students and those on work experience.						

### 8. What is the potential impact on the Human Rights of individuals and in particular to the principles of:

Principle	High Negative	Medium Negative	Low negative	Neutral	Positive	Unknown
Dignity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Fairness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						
Independence	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please describe what existing evidence you have for your assessment</i>						

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**9. How visible is this initiative to the general public?**

- High visibility to general public
- Medium visibility to general public
- Low visibility to general public

**10. Does this proposal identify potential negative impacts?**

- Yes  No  Unable to decide

If yes

*Please explain why. Have you fully mitigated these in your plans? If there are residual issues, you will need to proceed to a full EqIA*

If no

*Please explain why and attach an action plan, **if necessary**, indicating how you will ensure that you will have enough information to review this decision in the future.*

The Management of Health and Safety at Work Regulations 1999 requires that suitable and sufficient risk assessments are carried out to identify (violence and aggression) risks and any necessary control measures implemented.

A risk assessment will be made and documented for any task/activity that presents a significant risk of violence and aggression. The assessment must consider where necessary factors such as patient types and conditions, visitors, procedures, training, information, equipment, buildings, working environments etc. Where appropriate risk assessment will be undertaken regarding risks from individual patients, visitors or others.

If unable to decide

*Please explain why and indicate what steps you are going to take to be able to reach a conclusion either way.*

**11. Decision**

- Full EqIA required  Full EqIA not required

**12. Sign off**

Assessment team

- a. Mark Parsons
- b.

c.

Lead for the initiative: Mark Parsons

Signature:

Date: 14 August 2019