

Equality Analysis

Legislation requires that our policy documents consider the potential to affect groups differently and eliminate or minimise this where possible. This process helps to address inequalities by identifying steps that can be taken to ensure equal access, experience and outcomes for all groups of people.

Step One – Policy Definition

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| Function/policy name and number: | BED RAILS (USE WITHIN THE ACUTE INPATIENT SETTING) POLICY |
| Main aims and intended outcomes of the function/policy: | <p>Patients in hospital may be at risk of falling from bed for many reasons including poor mobility, dementia or delirium, visual impairment and the effects of their treatment, medication or illness.</p> <p>Bed rails are not appropriate for all patients and using bed rails also involves risks. National data suggests around 1,250 patients injure themselves on bed rails each year, usually scrapes and bruises to their lower legs (NPSA, 2007, p.10).</p> <p>The purpose of this policy is to ensure that adult patients are assessed for the appropriate use of bed rails.</p> <p>The Dudley Group NHS Foundation Trust will take all reasonable steps to ensure the safety and independence of its patients and respects the rights of patients to make their own decisions about their care.</p> |
| How will the function/policy be put into practice? | <p>The Dudley Group NHS Foundation Trust is committed to preventing wherever possible and minimising the risk of injury to adult patients from falls from bed or entrapment in bed rails.</p> <p>The purpose of this policy is:</p> <ul style="list-style-type: none"> · To minimise the risk of entrapment of patients by providing effective risk assessment. · To ensure the accurate recognition of risk factors leading to falls from bed. · To ensure the implementation of appropriate actions and interventions for prevention and mitigation of injury when a likelihood of falling is present |
| Who will be affected/benefit from the policy? | Patients and Service users |
| State type of document | Policy |

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| Is an EA required? NB :Most policies/functions will require an EA with few exceptions such as routine procedures-see guidance attached | Yes |
| Accountable Director: (Job Title) | Chief Nurse |
| Assessment Carried out by: | Falls Prevention & Management Lead Practitioner |
| Date Completed: | 09.07.24 |

To help you to determine the impact of the policy think about how it relates to the Public Sector Equality Duty, the key questions as listed below the and prompts for each protected characteristic included Step 3:

- Eliminate unlawful discrimination, victimisation, and harassment
- Advancing equality of opportunity
- Fostering good community relations

KEY QUESTIONS

- Are people with protected characteristics likely to be affected differently even though the policy is the same for everyone?
- Could there be issues around access, differences in how a policy is experienced and whether outcomes vary across groups?
- What information /data or experience can you draw on to indicate either positive or negative impact on different groups of people in relation to implementing this function policy?

Step Two – Evidence & Engagement

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| What evidence have you identified and considered? This can include research ((national, regional ,local) surveys, reports, NICE guidelines, focus groups, pilot activity evaluations, clinical experts or working groups, information about Dudley’s demographics, The Dudley Group equality and diversity reports, Joint Strategic Needs Assessment (JSNA) or other equality analyses, Workforce Race and Disability Equality data, anecdotal evidence. | | |
| <u>Research/Publications</u> | <u>Working Groups</u> | <u>Clinical Experts</u> |
| NatPSA/2023/010/MHRA Medical beds, bed rails, bed grab handles and lateral turning devices; risks of death | The Falls Prevention and Management Group | Falls Service Co-ordinator Dudley Council Care Home Educator-Enhanced Care Home Team Manual Handling/Medical Devices Trainer |

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| | | Consultant Older Persons Consultant Orthogeriatrician Named Nurse for Safeguarding Adults Senior Occupational Therapist Associate Nurse for Safeguarding Adults Lead Nurse for Mental Capacity Matron Vascular Surgery Named Nurse for Safeguarding Adults Therapy Lead Acute MSK and T&O Service |
| NatPSA/2023/010/MHRA Medical beds, bed rails, bed grab handles and lateral turning devices; risks of death | The Quality and Safety Group | |
| NatPSA/2023/010/MHRA Medical beds, bed rails, bed grab handles and lateral turning devices; risks of death | | Clinical Governance Lead for Children Services |
| Arjo Response – MHRA National Patient Safety Alert - NatPSA/2023/010/MHRA | | Head of Medical Engineering |
| Engagement, Involvement and Consultation: If relevant, please state what engagement activity has been undertaken and the date and with which protected groups: | | |
| <u>Engagement Activity</u> | <u>Protected Characteristic / Group / Community</u> | <u>Date</u> |
| Safeguarding team | Young, vulnerable adults or children | August 2024 |

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| The Falls Prevention and Management Group, Specialist Group | All | July 2024 |
| The Quality and Safety Group, Specialist Group | All | August 2024 |
| The Divisional management group | All | July 2024 |
| Clinical Governance for Children's Services | Age | August 2024 |
| Consultation Clinical Effectiveness Group | All | December 2023-June 2024 |
| For each engagement activity, please state the key feedback you have received and then use this in step 3. List a summary of the Feedback in the 'list of feedback received' column, then add your mitigation and then your action to address. | | |

Summary of the feedback:

The falls prevention and management group

“Provision for accessibility of updated link to flowchart on digital platforms (sunrise)”

Clinical Governance for Children's Services

“The importance of documenting engagement with parents and carers with consent “

Step Three – Assessment of Impact

Complete **relevant** boxes below to help you record your assessment

Consider information and evidence from previous section covering:

- Engagement activities
- Equalities monitoring data
- Wider research

Also think about due regard under the general equality duty, NHS Constitution and Human Rights.

| Positive Impact HIGH MEDIUM LOW | Negative Impact HIGH MEDIUM LOW | Neutral Impact (Tick) | <ul style="list-style-type: none"> • List concerns raised for possible negative impact OR • List beneficial impact (utilise information gathered during assessment) | Mitigation List actions to redress concerns raised if a negative impact has been identified in previous column | Lead [title] | Time-scale | How are actions going to be monitored/reviewed/reported? (incl. after implementation) |
|---|--|--------------------------|--|---|--|------------|--|
| Positive OR Negative Impact (not both) | | | | | | | |
| 1) Age Describe age related impact and evidence. This can include safeguarding, consent and welfare issues: | | | | | | | |
| High | | | Documenting the discussion and outcome of the risk assessment. The engagement and involvement of relative/carer are valued especially for children to ensure mutual consent. | Provision added to policy from consultations with the Paediatric team. | Falls Prevention and Management, Lead Divisional Chief Nurse for Chief Nurse for Surgery | Completed | Through compliance monitoring provisions detailed in the policy. |
| 2) Disability | | | | | | | |

Describe disability related impact and evidence. This can include attitudinal, physical, communication and social barriers as well as mental health/ learning disabilities, cognitive impairments:

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| High | | | <p>Bed rail risk assessment is completed and re-reviewed case by case if there are any changes to the patient's mental or physical health or where an injury or fall occurs. The care plan is adjusted appropriately to the patients mental and/or physical health.</p> <p>The safe use of bed rails risk assessment is in line with the trust policy patient consent and assessing mental capacity .</p> | Detailed process in policy | Deputy Chief Nurse, Mental Capacity Lead Nurse | Completed | Through compliance monitoring provisions detailed in the policy. |
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3) Gender re-assignment
Describe any impact and evidence on transgender people. This can include issues such as privacy of data and harassment:

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| | | X | | | | | |
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4) Marriage and civil partnership
Describe any impact and evidence in relation to marriage and civil partnership. This can include working arrangements, part-time working, and caring responsibilities:

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| | | X | | | | | |
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5) Pregnancy & Maternity
Describe any impact and evidence on pregnancy and maternity. This can include working arrangements, part-time working, and caring responsibilities:

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| | | X | | | | | |
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6) Race
Describe race related impact and evidence. This can include information on different ethnic groups, Roma gypsies, Irish travellers, nationalities, cultures, and language barriers:

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| | | X | | | | | |
| 7) Religion or Belief Describe any religion, belief or no belief impact and evidence. This can include dietary needs, consent and end of life issues: | | | | | | | |
| | | X | | | | | |
| 8) Sex Describe any impact and evidence on men and women. This could include access to services and employment: | | | | | | | |
| | | X | | | | | |
| 9) Sexual Orientation Describe any impact and evidence on heterosexual people as well as lesbian, gay and bisexual people. This could include access to services and employment, attitudinal and social barriers: | | | | | | | |
| | | X | | | | | |
| 10) Other marginalised groups e.g. Homeless people Describe any impact and evidence on groups experiencing disadvantage and barriers to access and outcomes. This can include lower socio-economic status, resident status (migrants, asylum seekers), homeless, looked after children, single parent households, victims of domestic abuse, victims of drugs / alcohol abuse: (This list is not exhaustive) | | | | | | | |
| | | X | | | | | |
| 11) Privacy, dignity, respect, fairness etc. | | | | | | | |
| High | | | <p>“Provision for accessibility of updated link to flowchart on digital platforms (sunrise)”</p> <p>The link is automatically updated and accessible on</p> | Added to detail of policy | Matron for Surgery, Urology and Vascular | Completed | Through compliance monitoring provisions detailed in policy. |

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| | | | sunrise available for all staff members. | | | | |
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