

## Assessment for Relevance Form

**This is a legal document stating you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission**

<b>What is being assessed:</b>	Higher Level Supervision Guideline
<b>Named Officer / Directorate:</b>	Susan Holland/ Mental Health Directorate

Protected Characteristics	Impact Rating Positive, Adverse or Neutral Impact	Rationale (provide evidence for your rating)
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**Socio-economic factors such as poverty, unemployment, discrimination, poor working conditions and a lack of education can all affect an individual's ability to access services. This can also be further broken down depending on protected characteristics (listed below).**

<b>Age</b> <ul style="list-style-type: none"> <li>Children and young people</li> <li>Adults</li> <li>Older People</li> </ul>	Neutral Impact	This is a guidance document designed to support staff who are caring for patients who required a higher level of supervision within general hospital settings. It is not about the impact on people with whom it will be used.
<b>Disability</b> (incl. physical/ sensory problems, learning difficulties, communication needs; cognitive impairment, mental health)	Neutral Impact	Any member of staff (with or without disability) will require to have specific skills, knowledge and attributes. Decisions in relation to this would be informed by assessed care needs of individual patients and associated levels of risk.
<b>Gender Reassignment (trans)</b>	Neutral Impact	Gender re-assignment would not impact on a person's ability to access or use this guidance document.
<b>Marriage and Civil Partnership</b>	Neutral Impact	A person's marital status would not impact on a person's ability to access or use this guidance.
<b>Pregnancy and Maternity</b>	Neutral Impact	Pregnancy would not automatically exclude a staff member from being involved in Higher Level Supervision activities. However, suitability for involvement would be informed by the recommendations of the staff member's pregnancy risk assessment.
<b>Race / Ethnicity</b>	Neutral Impact	A person's race or ethnicity would not impact on their ability to access or use this guidance.
<b>Religion / Faith</b>	Neutral Impact	A person's religion/faith would not impact on their ability to access or use this guidance.

<b>Sex (male/female/non binary)</b>	Neutral Impact	A person's sex would not impact on their ability to access or use this guidance.
<b>Sexual orientation</b>	Neutral Impact	A person's sexual orientation would not impact on their ability to access or use this guidance
<b>Staff</b>	Neutral Impact	This guidance is designed to provide a framework to support NHS Ayrshire and Arran staff working within general hospital settings. It will be openly accessible to all staff via Athena, but NHS Ayrshire and Arran are also happy to consider requests for publication in other formats.

**If you have answered positive or adverse impact to any of the groups, an equality impact assessment should be carried out (see flowchart).**

<b>If the policy involves a strategic decision, will it impact on socio-economic disadvantage?</b>	<b>Rationale (provide evidence for your rating)</b>
People living on a low income compared to most others in Scotland	All staff employed in NHS Ayrshire and Arran are earning at least the minimum Scottish Living Wage
People living in deprived areas	This guideline will not have any socio-economic impact on staff or patients.
People living in deprived communities of interest	This guideline is designed to higher level supervision within general hospital settings. It will not have any socio-economic impact on deprived communities of interest.

**If the policy involves a strategic decision you should carry out a [Fairer Scotland Duty Assessment](#).**

## Flowchart for Equality Impact Assessment (EQIA) Process

