

## EQUALITY IMPACT ASSESSMENT

**POLICY NAME:** Smoke Free Policy

**POLICY NO:** 41

**DATE AND VERSION:**V2 June 06

**Date of assessment:** 3.10.06

**Date policy agreed by policy group:**

**Lead person responsible for policy:**V Evans

**Person responsible for assessment:**V Evans/J Cottle

**Date for review:** 2009

### IMPLEMENTATION PLAN:

Give details or attach the plan for :

Training on the policy:

Key clinical staff have been trained in smoking interventions. Managers are to be briefed via their HR teams.

Communication of the policy:

Communication plan attached.

### MONITORING

How will this policy/the impact of this policy be monitored?

Via TEAR/PEAT audits, complaints both internal and external

### NEXT REVIEW

When is it planned to review this policy next? *Policy reviews normally take place every 3 years. If you consider that an earlier review is needed, please give the reasons .*

2009

**STAGE 1**

**Ensure that: discrimination is eliminated; equality of opportunity is promoted and good race relations are promoted.**

	Comment	Any adverse impact or potential to discriminate on grounds of:					
		Race	Disability	Age	Religion	Gender	Sexuality
<p><b>1. Identify the main aims of the policy</b></p> <p><b>Who are the beneficiaries of the policy?</b></p> <p><b>Prompts:</b></p> <p><b>1.1</b> What is the purpose of the policy?</p> <p><b>1.2</b> What are you trying to achieve through the policy?</p> <p><b>1.3</b> Is responsibility shared with another department? Explain.</p> <p><b>1.4</b> Have you involved partners and stakeholders in the policy development and assessment?</p>	<p><b>Create a smoke free environment both in and around Trust buildings and grounds.</b></p> <p><b>South East Region guidance is for the NHS to have smoke free buildings and grounds by the end of 2006.</b></p> <p><b>Policy context: Government White Paper “Choosing Health.”</b></p> <p><b>Everyone – staff, patients and visitors.</b></p> <p><b>There has been fairly wide discussion regarding this policy. This is South East policy and there is no choice as to whether to implement or not.</b></p>						

2. Collect information	Comment	Potential for discrimination?					
		Race	Disability	Age	Religion	Gender	Sexuality
<p><b>Prompts:</b>                      2.1 Have you current reliable information about the different groups the proposed policy is likely to affect?</p> <p>Speak to stakeholders. Who have you consulted with?</p> <p><b>Prompts:</b></p>	<p>No reliable information with regard to the number of staff, patients, visitors that smoke and how this is broken down into relevant groupings such as disadvantaged groups.</p> <p>Staff side, Directorates across the Trust, Smoking Cessation Team, Public Involvement Panel Member, Organisations using Trust premises.</p>						
<p>2.2. <b>Is more information required?</b> If so how are you going to gather it?                      If there is insufficient information – you may have to make a judgement this time and ensure more information / indicators are collected for the next review. <b>Able to collect more information after the implementation of Electronic Staff Records, TEAR visits, analysis of complaints on smoking/ non smoking issues.</b></p>							
<p>2.3 Consider – when relevant:                      PALS                      Analysis of Complaints – <b>Look into complaints</b>                      Risk management                      Demographic data – <b>Not detailed for smokers</b>                      Recent research findings                      Studies of deprivation                      Recent surveys                      Equality monitoring data                      Qualitative information from all stakeholders including the public.                      Any comparisons with similar policies?</p>							

Recommendations of inspection or audit reports.

	Comment	Discrimination? unequal access?					
		Race	Disability	Age	Religion	Gender	Sexuality
<p><b>3. Decide if the policy is relevant to the duty to promote good relations between racial groups; to eliminate discrimination on grounds of race, disability, age, religion, sexuality or gender; to promote equality of opportunity; to promote equality of access.</b></p>	<p><b>This policy may well have a potential to discriminate against some groups more than others.</b></p> <p><b>The policy is likely to cause tensions.</b></p> <p><b>Detailed information is not available about smokers in Oxfordshire.</b></p> <p><b>25% of the population as a whole smoke</b></p> <p><b>The ORH Trust has no choice in implementing this policy as this is a South East Government policy that affects everyone. There is a blanket ban across the NHS pending national legislation.</b></p>						
<p>Prompts:</p> <p>3.1 Could the consequences differ according to a racial group or disability because a group or persons have a particular need or belief?</p>							
<p>3.2 Is there any reason to believe that people could be affected differently by the policy – according to racial group/ disability / age/gender/religion/ sexuality? (eg access to services or the ability to take advantage of proposed opportunities)</p>							
<p>3.3 Could the policy discriminate unlawfully, directly or indirectly against people from some racial groups /people with a disability/ on account of age, gender, religion or sexuality?</p>							

3.4 Is there any evidence that some people may have different expectations of the policy? Eg different racial groups/ people with a disability/ people with different religious beliefs or on grounds of age, gender or sexuality. <b>Language may result in different levels of understanding.</b>
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3.5 Is the policy likely to affect relations between certain groups? (eg favouring one racial group)
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3.6 Is the policy likely to damage relations between any particular group? <b>Smokers/Non smokers</b>
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**IF YOU HAVE ANSWERED YES TO ANY QUESTION, PROGRESS TO STAGE 2.**

**There is a potential for this policy to discriminate some groups more than others – however there are no exemptions for acute trusts.**

**Clear communication of the policy is essential.**

**Detailed information regarding smokers in Oxfordshire is not currently available. (requested)**