



Nurses Revalidation Policy

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Please contact the Equality, Diversity and Human Rights Team on 01273 778383 or email
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1. Equality and Human Rights Impact Analysis (EHRIA)





1.1 Board Lead:	Diane Hill, Chief Nurse	1.2 Analysis Start Date:	04/05/2018
		1.3 Analysis Submission Date:	07/06/2016 27/07/2018
1.4 Analysis Team Members:	1) Author / Editor: Lindy Montandon, Lead Nurse for Safer Staffing eRostering and Justine Rosser, Deputy Chief Nurse 2) Frontline Staff: 3) Patient / End-user: All registered Nurses working for Sussex Partnership NHS Foundation Trust 4) I/We, being the author(s), Service Managers, acknowledge in good faith that this analysis uses accurate evidence to support accountable decision-makers with due regard to the National Equality Duties, and that the analysis has been carried out throughout the design or implementation stage of the service or policy.		
1.5 If this is a cross agency policy/service or strategy please indicate partner agencies and their formal title			
1.6 Completion Statement			
1.7 Policy Aim	This policy outlines the process and arrangements to support revalidation for registered nurses (including those on the Bank) employed by SPFT. The aim of the policy is to assist nurses and the Trust in the implementation and delivery of a robust and quality assured system to support revalidation that meets the requirements of the NMC.		
Send draft analysis along ⚠ with the policy, strategy or service to equality.diversity@sussexpartnership.nhs.uk for internal quality control prior to ratification.			
1.8 Quality Assessor sign off	Cassandra Blowers		
1.9 Reference Number	CB261B		





Equality and Human Rights Impact Analysis (EHRIA)

2. Evidence Pre-Analysis – The type and quality of evidence informing the assessment

X	2.1 Types of evidence identified as relevant have X marked against them		
X	Patient / Employee Monitoring Data		Risk Assessments
	Recent Local Consultations		Research Findings
	Complaints / PALS / Incidents	X	DH / NICE / National Reports
	Focus Groups / Interviews	X	Good Practice / Model Policies
	Service User / Staff Surveys	X	Previous Impact Analysis
	Contract / Supplier Monitoring Data		Clinical Audits
	Sussex Demographics / Census		Serious Untoward Incidents
	Data from other agencies, e.g. Services, Police, third sector		Equality Diversity and Human Rights Annual Report
Please provide detailed evidence for the areas highlighted , and also any other Evidence that may be relevant (please state): NMC Human Resources Trade Unions			

3. Impact and outcome Evaluation – Any impacts or potential outcomes are described below.

Ref	Mark one X		Describe how this policy, strategy or service will lead to positive  outcomes for the protected characteristics . Describe how this policy, strategy or service will lead to negative  outcomes for the protected characteristics . (Please describe in full for each)	People's Characteristics (Mark with 'X'):								
				Age	Disability & Carers	Gender Reassignment	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation	Human Rights
3.1	X		We recognised and support nurses with protected characteristic under the Equality Act 2010. Under 2.2 of the policy, it stated that any member of the staff who has been assessed as having difficulties (e.g dyslexia), support should already be in place to enable them to undertake their current role.	X	X	X	X	X	X	X	X	X
3.2	X		We recognised under exceptional circumstances when a registrant may make a request to their line manager for deferment due to the following: <ul style="list-style-type: none"> • Breaks in practice due to sickness or maternity leave. • Breaks in practice due to absence abroad or sabbaticals. 		X		X					X

Ref	Mark one X		Describe how this policy, strategy or service will lead to positive  outcomes for the <u>protected characteristics</u> . Describe how this policy, strategy or service will lead to negative  outcomes for the <u>protected characteristics</u> . (Please describe in full for each)	People's Characteristics (Mark with 'X'):								
				Age	Disability & Carers	Gender Reassignment	Pregnancy & Maternity	Race	Religion & Belief	Sex	Sexual Orientation	Human Rights
			<ul style="list-style-type: none">Breaks in practice due to suspension from clinical work as a result of the registrant being investigated into concerns over his/her performance or behaviour. <p>Each case will be dealt with on its merits and the Trust is mindful that no registrant must be disadvantaged or unfairly penalised as a result of pregnancy, sickness or disability.</p>									

4. Monitoring Arrangements

<p>4.1 The arrangements to monitor the effectiveness of the policy, strategy or service considering relevant characteristics? E.g.</p> <ul style="list-style-type: none"> ↳ survey results split by age-band reviewed annually by EMB and Trust Board ↳ Service user Disability reviewed quarterly by Equality and Diversity Steering Group or annually in the EDHR Annual Report 	<p>The Deputy Chief Nurse will monitor the effectiveness of the policy to support the revalidation processes, audit and update the policy in order to ensure compliance with current regulations, legislation and guidance.</p>
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5. Human Rights Pre-Assessment

The Impacts identified in sections () have their reference numbers (e.g. 4.1) inserted in the appropriate column for each relevant right or freedom		
	+	-
A2. Right to life (e.g. Pain relief, DNAR, competency, suicide prevention)		
A3. Prohibition of torture, inhuman or degrading treatment (e.g. Service Users unable to consent)	3.1 & 3.2	
A4. Prohibition of slavery and forced labour (e.g. Safeguarding vulnerable patients policies)		
A5. Right to liberty and security (e.g. Deprivation of liberty protocols, security policy)		
A6&7. Rights to a fair trial; and no punishment without law (e.g. MHA Tribunals)		
A8. Right to respect for private and family life, home and correspondence (e.g. Confidentiality, access to family etc)	3.1 & 3.2	
A9. Freedom of thought, conscience and religion (e.g. Animal-derived medicines/sacred space)		
A10. Freedom of expression (e.g. Patient information or whistle-blowing policies)		
A11. Freedom of assembly and association (e.g. Trade union recognition)		
A12. Right to marry and found a family (e.g. fertility, pregnancy)		
P1.A1. Protection of property (e.g. Service User property and belongings)		
P1.A2. Right to education (e.g. accessible information)		
P1.A3. Right to free elections (e.g. Foundation Trust governors)		

6. Risk Grading


6.1 Consequence of negative impacts scored (1-5)	2	6.2 Likelihood of negative impacts scored (1-5):	2	6.3 Equality & Human Rights Risk Score = Consequence x Likelihood scores:	4
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7. Analysis Outcome– The outcome (A-D) of the analysis is marked below ('X') with a summary of the decision

7.1 The outcome selected (A-D):		7.2 Summary for the outcome decision (mandatory)
A.	Policy, strategy or service addresses quality of outcome and is positive in its language and terminology. It promote equality and fosters good community relations	This policy will be reviewed as and when there are changes in the law or discriminatory
B.	X Improvements made or planned for in section 9 (potential or actual adverse impacts removed and missed opportunities addressed at point of design)	
C.	Policy, service or strategy continues with adverse impacts fully and lawfully justified (justification of adverse impacts should be set out in section 3 above	
D.	Policy, service or strategy recommended to be stopped. Unlawful discrimination or abuse identified.	

8. Equality & Human Rights Improvement Plan

Actions should when relevant and proportionate meet the different needs of people.

Impact Reference(s) (from assessment)	What directorate (team) action plan will this be built into 	<u>Action</u>	Lead Person	Timescale	Resource Implications

Add more rows if necessary