

## Equality and Diversity - Policy Screening Checklist

<b>Policy/Service Title:</b> <b>Adult Modified Early Warning Score (MEWS) Policy &amp; Escalation Pathway</b>	<b>Directorate:</b> Critical Care
<b>Name of person/s auditing/developing/authoring a policy/service:</b> Sarah Quinton, Yvonne Higgins, Caroline Maries-Tillott	

**Policy Content:**

- For each of the following check the policy/service is sensitive to people of different age, ethnicity, gender, disability, religion or belief, and sexual orientation?
- The checklists below will help you to see any strengths and/or highlight improvements required to ensure that the policy/service is compliant with equality legislation.

<b>1. Check for DIRECT discrimination against any group of SERVICE USERS:</b>							
		Response		Action required		Resource implication	
		Yes	No	Yes	No	Yes	No
1.1	Age?		X				
1.2	Gender (Male, Female and Transsexual)?		X				
1.3	Disability?		X				
1.4	Race or Ethnicity?		X				
1.5	Religious, Spiritual belief (including other belief)?		X				
1.6	Sexual Orientation?		X				
1.7	Human Rights: Freedom of Information/Data Protection		X				
If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.							

**2. Check for INDIRECT discrimination against any group of SERVICE USERS:**

	Question: Does your policy/service contain any statements/functions which may exclude employees from operating the under the grounds of:	Response		Action required		Resource implication	
		Yes	No	Yes	No	Yes	No
2.1	Age?		X				
2.2	Gender (Male, Female and Transsexual)?		X				
2.3	Disability?		X				
2.4	Race or Ethnicity?		X				
2.5	Religious, Spiritual belief (including other belief)?		X				
2.6	Sexual Orientation?		X				
2.7	Human Rights: Freedom of Information/Data Protection		X				

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

**TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING DIRECT DISCRIMINATION = 0**

**3. Check for DIRECT discrimination against any group relating to EMPLOYEES:**

	Question: Does your policy/service contain any conditions or requirements which are applied equally to everyone, but disadvantage particular persons' because they cannot comply due to:	Response		Action required		Resource implication	
		Yes	No	Yes	No	Yes	No
3.1	Age?		X				
3.2	Gender (Male, Female and Transsexual)?		X				
3.3	Disability?		X				
3.4	Race or Ethnicity?		X				
3.5	Religious, Spiritual belief (including other belief)?		X				
3.6	Sexual Orientation?		X				
3.7	Human Rights: Freedom of Information/Data Protection		X				

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

**4. Check for INDIRECT discrimination against any group relating to EMPLOYEES:**

	Question: Does your policy/service contain any statements which may exclude employees from operating the under the grounds of:	Response		Action required		Resource implication	
		Yes	No	Yes	No	Yes	No
4.1	Age?		X				
4.2	Gender (Male, Female and Transsexual)?		X				
4.3	Disability?		X				
4.4	Race or Ethnicity?		X				
4.5	Religious, Spiritual belief (including other belief)?		X				
4.6	Sexual Orientation?		X				
4.7	Human Rights: Freedom of Information/Data Protection		X				

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

**TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING INDIRECT DISCRIMINATION = 0**

**Signatures of authors / auditors:**

**Date of signing:**