

The Integrated Impact Assessment (IIA) will evidence that NHS Grampian is meeting its legislative duties by assessing the potential impacts of its policies and decisions on different groups of people and the environment. It supports consideration of equality and diversity issues, human rights (including children and young people's rights), socio-economic disadvantage, consumer rights and climate change & sustainability in the design, development and delivery of policies, strategies, plans and services.

## **Section 1**

### **General Information**

|  |   |
|--|---|
| Title  | Venous Access Device (VAD) Policy   |
| Directorate, Service or Department                             | NHS Grampian  |
| Type of document / activity<br>(mark X in the appropriate box) | Policy X   Plan <input type="checkbox"/> Strategy <input type="checkbox"/><br>Other – describe <input type="checkbox"/> _____ |

|  |
|--|
| <b>Aim</b>   |
| To inform best practice from the existing evidence on the insertion, maintenance and removal of all VADs.  |
| <b>Purpose</b>   |
| To ensure all staff within NHS Grampian have access to information on how to insert, manage and remove VAD. To promote consistent care of access devices to reduce infection risk, improve patient safety and support staff. |
| <b>Description of Intended Outcomes including the proposed change that will be brought about</b>   |
| It is intended that patient will receive safe care and management of the access device while in situ, this is an updated policy so no proposed change that will be expected  |

|   |                                   |
|---|-----------------------------------|
| <b>Main Contact</b>   |                                   |
| <b>Name</b>   | Justine Collie                    |
| <b>Job Title</b>  | Practice Development Nurse (SACT) |
| <b>Names of colleagues or groups who contributed to the IIA</b>                                   |                                   |
| Robert Cockburn<br>Sharon Falconer<br>Callum Kaye<br>Plus members of the short life working group |                                   |

## Section 2

### Group of the Population

| Which groups of the population do you think will be affected by the proposal?  |  |
|--|--|
| <ul style="list-style-type: none"><li>• Staff</li><li>• Patient</li><li>• Minority ethnic people (incl. Gypsy/travellers, refugees &amp; asylum seekers)</li><li>• Women and men</li><li>• People with mental health problems</li><li>• People in religious/faith groups</li><li>• Older people, children and young people</li><li>• People living on a low income/low wealth</li><li>• People experiencing homelessness</li></ul> | <ul style="list-style-type: none"><li>• People with disabilities</li><li>• Lesbian, gay, bisexual and transgender</li><li>• Carers (paid or unpaid, family member)</li><li>• People affected by substance misuse / alcohol use</li><li>• Low literacy/health literacy</li><li>• Living in deprived urban, remote, rural or coastal area</li><li>• Unskilled workers / unemployed</li><li>• Lone parent families</li><li>• People involved in criminal justice system</li></ul> |
| <p><b>Those the proposal/policy will affect are:</b></p> <p><b>This will affect all patients who will require venous access devices insitu and all staff who will be involved in the insertion, maintenance and removal of VADs and caring for those patients</b></p> <p><b>It will not affect any specific population group, but patients can belong to any of these groups.</b></p>  |  |

## Section 3

### Summary of Evidence Used

List the evidence (data / research / service feedback / engagement with people) you have used to inform your assessment. You are required to engage with communities and service users when assessing the impact of a proposal.

| Data and Research – outline the sources of data used   |
|--|
| See reference list in document, covers line insertion evidence, care and management of lines, infection control principles/ documents, line removal evidence   |
| Staff, Public and Patient Engagement – outline the engagement undertaken and used  |
| As this is a clinical policy we have representatives from several services across NHS G, including paediatrics. Reps on the SLWG were responsible for taking draft policy to their departments and gaining feedback, which was then considered and amendments made if appropriate. No service users were involved in the policy update |

*When assessing impacts an explanation is required and mitigating actions should be described. It is possible that both positive and negative impacts can be identified for the circumstances described. (If choosing 'not known' indicate if further research is needed and if not, why not). Reference to the evidence you have is required.*

## Section 4

### Equality, Diversity and Human Rights

**Identify the impacts on groups with protected characteristics including human rights.**

| <p>What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).</p> <p>In what way will the proposal impact people with these protected characteristics? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?</p> |         |  |
|--|---------|--|
|  | Impact? | Description of Impact  |
| <b>Age</b> (early years, children, young people, middle years, older people)   | P       | <p>Accessed updated evidence and guidance to ensure practice is evidence based, ARHAI, Health Protection Scotland</p> <p>Potential positive impact on all patient groups requiring short or long term intravenous therapies.</p> |
| <b>Disability</b> (physical impairment, learning disability, neurological, sensory loss, mental health, long term conditions)  | Ne      | <p>No disproportionate impact identified for the protected characteristic</p> <p>Challenges for any particular patient would be addressed prior to line insertion in case it would not be appropriate method of delivery</p>     |
| <b>Sex</b> (male, female)  | Ne      | <p>No disproportionate impact identified for the protected characteristic</p> <p>Evidence base doesn't indicate differences dependent on sex</p>   |
| <b>Gender Reassignment</b> (people who have proposed, started, in the process or completed a process to change his or her sex)   | Ne      | <p>No disproportionate impact identified for the protected characteristic</p> <p>Evidence base doesn't indicate differences dependent on gender reassignment</p>   |
| <b>Marriage or Civil Partnership</b> (people who are married, unmarried or in civil partnership)   | Ne      | <p>No disproportionate impact identified for the protected characteristic</p> <p>Evidence base doesn't indicate differences dependent on marital status</p>  |
| <b>Pregnancy or Maternity</b> (pregnant and/or on  | Ne      | No disproportionate impact identified for the protected characteristic   |

|  |     |  |
|--|-----|--|
| maternity leave, including breastfeeding)  |     | Evidence base doesn't indicate differences dependent on pregnancy status   |
| <b>Race</b> (minority ethnic people, racial groups, national origins, gypsies/travellers, refugees, asylum seekers, migrant workers) | Ne  | No disproportionate impact identified for the protected characteristic<br><br>There will be no patient excluded from receiving a line who require it. Evidence base doesn't indicate differences dependent on race |
| <b>Religion or Belief</b> (different religions or beliefs, including non-belief )  | Ne  | No disproportionate impact identified for the protected characteristic<br><br>Evidence base doesn't indicate differences dependent on religion or beliefs  |
| <b>Sexual Orientation</b> (e.g. lesbian, gay, bisexual, heterosexual)  | Ne  | No disproportionate impact identified for the protected characteristic<br><br>Evidence base doesn't indicate differences dependent on sexual orientation   |
| Consider if any other human rights will be impacted by this activity.<br><u>The Human Rights Act   EHRC</u>                          | n/a |  |

**What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to people with protected characteristics? If applicable. If nothing can be done please state.**

None

**With these mitigations in place what is the rating of negative impact**

☐ High ☐ Medium ☐ Low ☐ Negative Impact removed

## Section 5

### Health Determinants / Health in All

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).

In what way will the proposal impact? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

| Lifestyles?                    | Impact | Description of Impact  |
|--------------------------------|--------|--|
| Diet and nutrition             | Ne     |  |
| Exercise and physical activity | N      | Some devices may require the patient to take additional measures |

|   |    |   |
|---|----|---|
|   |    | when showering (cover line site). May impact some activities the patient may wish to do                                   |
| Substance use: tobacco, alcohol and drugs | Ne |   |
| Risk taking behaviour                     | Ne |   |
| Education and learning or skills          | P  | Staff have to complete relevant training on undertaking VAD procedures and must demonstrate competence and understanding. |
| <b>Social environment?</b>                |    |   |
| Social status                             | Ne |   |
| Employment (paid or unpaid)               | Ne |   |
| Social/family support                     | N  | Family may be anxious about how to help support the patient with an access device   |
| Stress                                    | N  | Patient may be concerned about pulling on the device, reassurance and instruction to keep safe should be explained        |
| Income                                    | Ne |   |
| <b>Physical environment?</b>              |    |   |
| Living conditions                         | N  | Dependent on living conditions, this may increase the risk of infection   |
| Working conditions                        | Ne |   |
| Pollution or climate change               | Ne |   |
| Accidental injuries or public safety      | Ne |   |
| Transmission of infectious disease        | Ne |   |
| <b>Access to experience of services?</b>  |    |   |
| Health care                               | P  | Potential positive experience for patients who have VAD and receive best clinical care from staff                         |
| Transport                                 | Ne |   |
| Social services                           | Ne |   |
| Housing services                          | Ne |   |
| Education                                 | Ne |   |

**What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to health determinants? If applicable. If nothing can be done please state.**

Clear information, patient information leaflet so they can look over the information anytime at home

**With these mitigations in place what is the rating of negative impact**

|                          |      |                          |        |                                     |     |                          |                         |
|--------------------------|------|--------------------------|--------|-------------------------------------|-----|--------------------------|-------------------------|
| <input type="checkbox"/> | High | <input type="checkbox"/> | Medium | <input checked="" type="checkbox"/> | Low | <input type="checkbox"/> | Negative Impact removed |
|--------------------------|------|--------------------------|--------|-------------------------------------|-----|--------------------------|-------------------------|

## Section 6

## Public Sector Equality Duty

|   |  | Describe or summarise how this policy will contribute to or achieve                           |
|---|--|---|
| <b>Eliminate discrimination?</b><br>If you answer YES, explain if it is a positive or negative effect. (directly or indirectly)<br>It can be YES because (a) it eliminates or reduce discrimination or (b) enhance/promote discriminatory practice  | <input checked="" type="checkbox"/> Yes<br><input type="checkbox"/> No<br><input type="checkbox"/> N/A | The policy ensures that individuals with protected characteristics will not be discriminated. |
| <b>Equality of opportunity?</b><br>Does the policy offer equality to all without discrimination on the protected characteristics or other groups<br>How does it remove or minimise disadvantages? What steps were taken to meet the needs of people who share protected characteristics? How does it encourage persons who share protected characteristics participate in the activity? | <input checked="" type="checkbox"/> Yes<br><input type="checkbox"/> No<br><input type="checkbox"/> N/A | The policy offer guidance that recognise equality to all.                                     |
| <b>Foster good relations between groups?</b><br>Does it foster good relations between groups e.g. promote positive attitudes, having due regards to tackle prejudice, promote understanding, interactions, personal security or participation   | <input checked="" type="checkbox"/> Yes<br><input type="checkbox"/> No<br><input type="checkbox"/> N/A | The policy will foster good relations between groups.   |

## Section 7

### Children and Young People's Rights

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).  
 In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

|   | Impact | Description of Impact                              |
|---|--------|--|
| What aspects of the policy / proposal will affect children and young people up to age 18? | Ne     | Policy is for adults and children and young people |

|   |    |  |
|---|----|--|
| Identify which groups of children are most likely to be affected. | Ne | Any child receiving an access device for care  |
| Which <u>UNCRC Articles</u> could be impacted?                    | P  | <p>Every child has the right to the best possible health.</p> <p>Article 2 Non Discrimination</p> <p>Article 3 Best interest of the child</p> <p>Article 6 Life, survival and development</p> <p>Article 18 Parental responsibilities and state assistance</p> <p>Article 23 Children with disability</p> <p>Article 24 Health and health services</p> <p>Article 25 Review of treatment in care</p> |

**What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to children and young people's rights? If applicable.**

Nothing

**With these mitigations in place what is the rating of negative impact**

|                          |      |                          |        |                          |     |                          |                         |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|
| <input type="checkbox"/> | High | <input type="checkbox"/> | Medium | <input type="checkbox"/> | Low | <input type="checkbox"/> | Negative Impact removed |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|

## Section 8

### Fairer Scotland Duty – People Experiencing Socio-Economic Disadvantage

The Fairer Scotland Duty places legal responsibility on NHS Grampian to actively consider how to reduce inequalities of outcome caused by socio-economic disadvantage. Activities (such as strategic plans, strategies and policies) that require a strategic decision and have potential to impact on health and widen health inequalities must have 'due regard' for the Duty. The Duty applies at strategic level, which normally include decisions around setting priorities and targets, allocating resources and commissioning services.

**Does this activity/policy require a strategic decision?** ☐ Yes ☒ No

If yes complete this section, if no go to Section 9.

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).  
In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

|  | Impact | Description of Impact |
|--|--------|-----------------------|
|--|--------|-----------------------|

|   |  |  |
|---|--|--|
| People or families Living on a Low Income and / or with low wealth (including single parent households, households with more than 3 children, pensioners and Unskilled Workers or Unemployed) |  |  |
| Carers (consider Kinship carers and carers who support a family member or friend without pay)   |  |  |
| People experiencing Homelessness / are at risk of Homelessness  |  |  |
| People affected by drug and / or alcohol use  |  |  |
| People involved in the criminal justice system  |  |  |
| Remote / Rural / Coastal Communities  |  |  |
| Communities in Areas of Deprivation   |  |  |

**What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to children and young people's rights? If applicable.**

|  |
|--|
|  |
|--|

**With these mitigations in place what is the rating of negative impact**

|                          |      |                          |        |                          |     |                          |                         |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|
| <input type="checkbox"/> | High | <input type="checkbox"/> | Medium | <input type="checkbox"/> | Low | <input type="checkbox"/> | Negative Impact removed |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|

## Section 9

### Consumer Impacts

The Consumer Scotland Act 2020 places a Consumer Duty on the public sector to put consumer interests at the heart of strategic decision-making and ensure services are focussed on the needs of their users and local communities. This person-centred approach is intended to result in better quality services and outcomes for the public as consumers of public services across Scotland.

**Does this activity/policy require a strategic decision?** ☐ Yes ☒ No

If Yes complete this section, If No go to Section 10.

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).



In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

|                  | Impact | Description of Impact |
|------------------|--------|-----------------------|
| Individuals      |        |                       |
| Small businesses |        |                       |

**What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal in relation to children and young people's rights? If applicable.**

**With these mitigations in place what is the rating of negative impact**

|                          |      |                          |        |                          |     |                          |                         |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|
| <input type="checkbox"/> | High | <input type="checkbox"/> | Medium | <input type="checkbox"/> | Low | <input type="checkbox"/> | Negative Impact removed |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|

## Section 10

### Climate Emergency, Sustainability and Environment.

Describe how the environment and climate change will be impacted

What impact could this proposal have? State if the impact is: Positive (P), Negative (N), Neutral (Ne) or Not Known (NK).  
In what way will the proposal impact on the rights of children and young people? Provide a brief description. Refer to the evidence (data and engagement) – what did it tell you?

|   | Impact | Description of Impact |
|---|--------|-----------------------|
| Sustainable provision of care                 |        |                       |
| Sustainable procurement of goods and services |        |                       |
| Circular economy                              |        |                       |
| Water usage                                   |        |                       |
| Resource and waste management                 |        |                       |
| Biodiversity and greenspace                   |        |                       |
| Travel and transport                          |        |                       |
| Facilities – buildings we own and occupy      |        |                       |

|   |  |  |
|---|--|--|
| Energy use – efficiency and consumption |  |  |
|---|--|--|

What can be done to remove or reduce the negative impacts or enhance the positive impacts of this proposal? If applicable. If nothing can be done, please state.

|  |
|--|
|  |
|--|

**With these mitigations in place what is the rating of negative impact**

|                          |      |                          |        |                          |     |                          |                         |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|
| <input type="checkbox"/> | High | <input type="checkbox"/> | Medium | <input type="checkbox"/> | Low | <input type="checkbox"/> | Negative Impact removed |
|--------------------------|------|--------------------------|--------|--------------------------|-----|--------------------------|-------------------------|

If this activity is defined as a Plan, Programme or Strategy by the Environmental Assessment (Scotland) Act 2005 a Strategic Environmental Assessment will be required. Further information on this is provided in the supporting guidance SEA

## Section 11

### Other impact assessment

Does this activity/policy require a strategic decision? ☐ Yes ☒ No

Island and Mainland Rural Communities Impact Assessment? ☐ Yes ☒ No

Financial Impact Assessment? ☐ Yes ☒ No

|                       |  |
|-----------------------|--|
| Other, please specify |  |
|-----------------------|--|

## Section 12

### Action

#### Which of the following has the assessment been able to demonstrate?

- ☒ **Option 1 No major change required** (where no impact or potential for improvement is found)
- ☐ **Option 2 Adjust** (where a potential or actual negative impact or potential for a more positive impact is found)
- ☐ **Option 3 Continue** (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified)
- ☐ **Option 4 Stop and remove** (where a serious risk of negative impact is found, the plans, policies etc. being assessed should be halted until these issue can be addressed)

#### **Explain Your Decision.** Include any mitigating actions identified

- Include a summary of any changes you are making to the proposal as a result of impact assessment if you have decided Option 2 – Adjust
- Justify why the proposal should proceed without changes if you decide Option 3 – Continue
- Describe any other action you plan to take if you decide Option 4 – Stop and Remove

#### How will the impact of the proposal be monitored?

#### Has the IIA been checked by a Level 1 Integrated Impact Assessor?

☒ Yes    ☐ No

If yes, please provide details:

|           |  |
|-----------|--|
| Name      | Roda Bird                              |
| Job Title | Interim Equality and Diversity Manager |
| Date      | 21.10.2025                             |

**Authorising Director / Officer Review the IIA and only sign it, if the IIA has been fully completed using appropriate evidence and you are assured “due regard” has been given.**

|      |  |
|------|--|
| Name |  |
|------|--|

|            |  |      |  |
|------------|--|------|--|
| Job Title  |  |      |  |
| Department |  |      |  |
| Signature  |  | Date |  |

Return to Equality and Diversity at [gram.equalitydiversity@nhs.scot](mailto:gram.equalitydiversity@nhs.scot)

- Completed form
- Copy of final draft/version of any documentation

**To be completed by Equality and Diversity** – for quality control purposes and recording

|  |  |
|--|--|
| <b>Recommendations</b>   |  |
| <input checked="" type="checkbox"/> IIA Only <input type="checkbox"/> Enhanced EQIA <input type="checkbox"/> Children's Rights Impact Assessment |  |
|  |  |
| Name   | Roda Bird                              |
| Job Title  | Interim Equality and Diversity Manager |
| Date   | 21.10.2025                             |

**End of Impact Assessment Record**