

**Adult Speech and Language Therapy Service  
Equality Impact Assessment Report  
Date: 19<sup>th</sup> March 2009**

**Co-ordinator of Policy or Service: Sarah Service**

**1. Introduction**

Adult speech and language therapy is a provider service within the Community Health and Social Care partnership in B&NES. A service is also provided to the RUH on a provider to provider basis. Intervention is provided to all adults with speech, language, communication and swallowing difficulties in a variety of settings

**2. What data was analysed as part of this Equality Impact Assessment and what did it tell us?**

- Bath and North East Somerset Census data 2001
- Mandatory training template for SLT

**3. Assessment of impact on equality groups**

Gender

- The service is available to all clients regardless of gender.
- We currently have no male speech and language therapists on the team

Disability

- Service users have by definition communication impairment or swallowing difficulties.
- There is insufficient funding for inpatients at the RUH
- More patients with learning difficulties are being referred to the service at the RUH for swallowing assessments which takes considerable time
- Lack of time to address mental capacity issues
- We are not commissioned or resourced to provide a service for patients whose primary diagnosis is mental health issues, dementia, learning difficulties or hearing impairment
- Need to look at issue of patients and carers with literacy difficulties receiving reports
- There has been no capacity to produce aphasia friendly documents

Age

- There is an expected rise in the elderly population
- Improved medical treatment may also have an impact on the profile of the population

Race

- We have not had requests for translations or interpreters – we need to look into whether these patients are being referred

- We are however unable to offer an appropriate service to patients referred to SLT for assessment who are exposed to other languages and/or English. This contravenes clinical guidelines issued by Royal College Of Speech and Language Therapists (RCSLT) This includes appropriate interpreters, assessment materials and culturally appropriate therapy materials, leaflets/letters in other languages.
- Complaint records do not indicate a pattern or significance regarding equality
- Leaflets are available in English only – the need for other languages needs to be monitored
- All staff should have received training in equality and diversity, this needs to be updated.

#### Religion/Belief

- Complaint records do not indicate a pattern or significance regarding equality
- All staff should have received training in equality and diversity, this needs to be updated.
- Staff on the whole will be less experienced than in other areas in working with people from diverse cultural backgrounds as they have less exposure to diverse populations.
- Professionals are mindful of personal and cultural preferences in relation to diet when assessing swallowing function

#### **4. Monitoring arrangements**

- ESR record analysis – ongoing
- Analysis of PAS information

#### **5. Conclusions and action plan**

- Assessment and Action plan needs to be shared with the whole SLT adult team
- Action plan attached as Appendix

**Signed off** by (....) Directorate Equalities Group/Head of service  
Date...