

Equality Analysis Register For the Period 1.4.2025 – 31.3.2026

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An Equality Analysis (EA) or (Equality Impact Assessment (EIA)) is a way of systematically and thoroughly assessing, and consulting on, the effects that a service or policy is likely to have on people from different characteristic groups.

The main purpose of an EA is to pre-empt the possibility that any existing or proposed policy could affect some groups unfavourably. If appropriate, steps are taken to avoid this happening. EA's are an ongoing process which is embedded in the Trust's policy development processes. All the policies listed below have received an initial screening as a minimum requirement. Existing policies will have an EA on review.

Further information can be found on the [RWT website](#) .

	Policy No. (if applicable)	Name of policy, strategy, procedure or area being assessed	Accountable Director	Responsible person, dept, or assessment carried out by [Title]	Date of Completion
		Policies			
1	GOP03	Group Physician Associate Governance Policy	Chief Medical Officer	Group Trust Lead Physician Associate	April 2025
2	CP20	Robotic Surgery Policy	Chief Nursing Officer	Divisional Medical Directors	April 2025
3	HR05	Equality of Opportunity Policy	Chief People Officer	Trust Head of Equality Diversity Inclusion	May 2025
4	CP12	Care of Children, Young People and Adults with a Learning Disability	Director of Nursing	Lead Learning Disability and Autism Nurse	May 2025
5	MP14	Patient Group Directions (PGDs) Policy	Chief Nursing Officer	Clinical Director of Pharmacy	May 2025
6	GGI06	Group Fit and Proper Person (FPPT) Policy	People Director	Resourcing Lead	June 2025

7	GP01	Corporate Governance – Principles of Public Life	Chief Nursing Officer	Group Company Secretary	June 2025
8	CP41	Safeguarding Children Policy, including RWT Primary Care Network (VI GP Practices)	Chief Nursing Officer	Named Nurse Safeguarding Children	June 2025
9	OP33	Estate Maintenance Policy	Chief Operating Officer	Head of Estates	June 2025
10	OP15	North Midlands and Black Country Procurement Group Policy	Chief Finance Officer	Director of Procurement	June 2025
11	IP13	Outbreak of Communicable Infection/Infection Prevention/Serious Incident Policy	Chief Nursing Officer	Matron Infection Prevention	June 2025
12	IP12	Standard and Transmission Based Precautions Policy	Chief Nursing Officer	Matron Infection Prevention	June 2025
13	OP14	Catering Policy	Managing Director (RWT)	Catering Facilities Manager	June 2025
14	CP01	Management of Patients with a Tracheostomy or Laryngectomy	Chief Nursing Officer	Lead for Tracheostomy and Laryngectomy Team	June 2025
15	GOP08	Partners in Care – Hospital Visiting Policy	Chief Nursing Officer and DIPC	Associate Director Patient Voice	September 2025
16	IP03	Prevention and Control of MRSA, VRE and other Antibiotic Resistant Organisms	Chief Nursing Officer	Infection Prevention Team	September 2025
17	OP81	Same Sex (Gender) Accommodation Policy	Chief Nursing Officer	Head of Nursing Division 1	October 2025
18	GOP04	Complaint Handling Policy	Chief Nursing Officer	Associate Director Patient Relations	October 2025
19	OP19	Accessible Information Policy	Chief Nursing Officer	Associate Director Patient Relations	October 2025
20	OP101	Children & Young People Did Not Attend / Failed To Be Brought / No Access At Home Policy	Chief Operating Officer	Deputy Head of Nursing, Division 3	October 2025
21	OP16	Critical Care Outreach Team Operational Practice Policy	Chief Medical Officer	The critical care outreach team	October 2025
22	CP02	Deprivation of Liberty Safeguards (DoLS) Policy	Chief Nursing Office	Safeguarding Adult Lead	October 2025

23	CP13	Adult Self-Harm and Suicide Prevention Policy	Chief Medical Officer	Mental Health Matron	October 2025
24	OP53	Missing Patient Policy	Chief Operating Officer	Head of Nursing, Division 2	October 2025
25	HR30	AfC Job Evaluation Policy and Procedure	Chief People Officer	Head of Workforce and Organisational Development	October 2025
26	GOP09	V1 Interpreting, Translation and Communication Policy and Procedure	Chief Nursing Officer	Associate Director Patient Relations	October 2025
27	GHR11	Prevention and Management of Stress Policy	People Director	Head of OHWB	November 2025
28	GCP01	Chaperoning of Patients and Clients Policy	Chief Nursing Officer	Professional Lead for Safeguarding	December 2025
29	MP02	Unlicensed and Off-Label Medicines Policy	Chief Medical Officer	Assistant Clinical Director of Pharmacy	December 2025
30	CP50	Policy for the Management of Risks Associated with Pathology and Radiology Diagnostic and Screening Tests	Medical Director	BCPS Operations Manager	December 2025
31	GOP05	Group Security Policy (Inc. MoVA Procedure)	Managing Directors for RWT and WHT	Security Manager	December 2025
32	OP07	Health Records Policy	Chief Finance Officer	Head of Health Records Services	January 2026
33	CP21	Restrictive Practice Policy (Children and Adults)	Chief Nursing Officer	Mental Health Matron	January 2026
34	OP104	Business Continuity Management Policy	Managing Director	Emergency Planning Support Officer	February 2026
35	GHS02	The Safe and Effective Use of Bed and Trolley Rails Policy	Chief Nursing Officers	Group Falls lead	March 2026
36	MP04	Management of Medication Incidents Policy	Clinical Director of Pharmacy	Medication Safety Officer	March 2026

		Procedures, Guidelines or Standing Operating Procedures (SOP)			
37	PRT04	Respiratory Illnesses Protocol	Chief Nursing Officer	Senior Matron Infection Prevention	April 2025
38	SOP18	Overseas Visitors Procedure	Managing Director	Financial Controller	April 2025
39	GSOP04	Group Health & Safety Auditing Standard Operating Procedure (SOP)	Group Director of Assurance	Group Specialist Head of Health & Safety.	May 2025
40	GDL17	Care in the Last Days of Life Guideline	Chief Medical Officer	The Palliative Medicine Directorate	June 2025
41	GDL16	Royal Wolverhampton NHS Trust Lipid Management for Primary and Secondary Prevention of CVD	Chief Medical Officer	Cardiovascular Pharmacist	June 2025
42	SOP34	Consultant Pay Progression Procedure	Chief Medical Officer	Head of Resourcing	June 2025
43	GSOP007	Group SOP iBabs Corporate Documents, Meetings and Agenda Sharing System (known as 'iBabs')	Deputy CEO	Group Company Secretary	June 2025
44	GDL18	Clozapine Safety Guidance Guideline	Chief Medical Officer	Medication Safety Pharmacist	July 2025
45	SOP21	Review and Implementation of NICE Guidance	Chief Medical Officer	Trust NICE Leads	August 2025
46	PRT01	Prevention, Diagnosis and Management of Delirium in Adult Inpatients	Chief Medical Officer	Older Adult Medicine Consultant	September 2025
47	GDL19	Glyceryl Trinitrate Prescribing Regimen Guideline	Chief Medical Officer	Principal Pharmacist, Cardiac Services	September 2025
48	GDL01	Clinical Guideline for the Frequency of Neurological Observation Recording in Adults	Chief Nursing Officer	Senior Sister Quality Team	September 2025
49	SOP11	Invasive Cervical Cancer Disclosure Audit Procedure	Chief Medical Officer	Cervical Screening Programme Lead	September 2025
50	SOP25	Safe Use of Ultrasound Gel	Chief Nursing Officer	Ultrasound Manager	September 2025
51	SOP04	Clinical Audit and Quality Improvement Standard Operating Procedure	Chief Medical Officer	Trust Clinical Audit Lead	September 2025

52	SOP36	CAS National Patient Safety Alert (NatPSA) SOP	Chief Medical Officer	Trust Clinical Audit Lead	September 2025
53	SOP35	Review and Implementation of National Confidential Enquiries for Prevention of Death (NCEPOD)	Chief Medical Officer	Deputy Director of Assurance	September 2025
54	SOP05	Clinical Patient Information Standard Operating Procedure	Chief Medical Officer	Group Deputy Director of Assurance	September 2025
55	SOP20	Removal and Travel Expenses - Arrangement for Doctors and Dentists in Training and Public Health Trainees	Chief People Officer	Resourcing Manager	December 2025
56	PRT06	Continuous infusion of Local Anaesthetic via Elastomeric Pump for Regional Nerve Blocks in Adult Patients	Chief Medical Officer	Consultant Anaesthetist and Acute pain lead	December 2025
57	SOP03	CareFlow Connect Standard Operating Procedure (SOP)	Chief Medical Officer	CareFlow Connect Lead Digital Nurse	December 2025
58	GDL21	Fit Note Guideline	Chief Medical Officer	Primary Care & Secondary Care Interface Liaison Lead	December 2025
59	PRT05	Protocol for Fentanyl Patient Controlled Analgesia, in Adult Patients	Chief Medical Officer	Consultant Anaesthetist	December 2025