Royal Cornwall Hospitals NHS Trust

Quality and Equality Impact Assessment (QEIA) Essentials – Quick Reference Guide

1. When QEIA/ QEIRA is Required:

- Any change impacting quality, access, outcomes, workforce or equity.
- Required for service redesign, workforce changes, CIPS, commissioning estates.
- Not needed for minor admin changes with no quality impact.

2. The QEIA/ QEIRA 5-steps Process:

1. Identify proposals and expected impacts.
2. Initial screening across Quality, Delivery People and Cost.
3. Complete digital QEIA/ QEIRA including equality an inequality assessments.
4. Consultations: staff, EDI team, patient groups, system partners.
5. Approval and Monitoring: divisional panel→ executive pane→l audit.

3. Required Assessment Domains.

- Equalities: all protected, characteristic + vulnerable groups.
- Health Inequality: deprived areas, rural populations, complex social needs.
- Patient Safety: avoidable harm, staffing standards, safeguarding.
- Clinical effectiveness: evidence-based pathways, outcome risks.
- Experience and Access: travel, choice, communication, transport.
- Systems Impacts: ICS, workforce, capacity, flow, public confidence.
- Accessibility (Estates): signage, pathways, parking facilities, emergency routes.

4. Risk Scoring.

- Consequences: 1 very low → 5 very high.

Author: Jillian Tozer, Associate Director of Quality Governance.

Version 1.0

Review date: February 2029

- Likelihood: 1 rare → 5 Almost certain.
- Risk Rating = Consequences x Likelihood (1-25).
- Risk Levels: Low 1-6, Moderate 8-10, High 12-16, Extreme. 20-25.

5. What good QEIA Looks Like:

- Evidence based, considers all groups, includes intersectional risks.
- Clear mitigation with owners and deadlines.
- Revised risk scoring completed.
- Completed early, before decisions.
- Consultation documented.