**HEF: Underpinning Evidence for Practice: A Reflective Tool for Practitioners.**

**Introduction**

The Health Equalities Framework (HEF) concentrates on the determinants of health inequalities by addressing the ‘cause of the causes’ and proactively focuses on the prevention and reduction of their impact, rather than reactive approaches to the symptoms of health inequalities.

Using the HEF enables the practitioner to demonstrate the impact of the known determinants of health inequalities (IHAL 2010,2011) See HEF guidance: <http://www.ndti.org.uk/publications/other-publications/the-health-equality-framework-and-commissioning-guide1>

Using the HEF to measure outcomes after a period of intervention, enables the practitioner to review how effective their input has been in reducing the impact of the health inequalities faced by the person. Practitioners need to be clear about the nature and evidence for the interventions they choose to use.

This supporting tool for use with the HEF, enables the practitioner to review their interventions in line with the outcome identified in relation to each of the determinants and the evidence base for best practice. It helps the practitioner identify how their work impacts on the specific indicators for health inequalities and enables an on-going record of practice interventions, evidence of individual change and the evidence that underpins their work in relation to each indicator.

It is recommended from the commencement of any practice intervention, the practitioner records the evidence they are using or that they can produce to demonstrate why, what and how they have intervened. This can be used within practice supervision to explore the practitioner’s role, the evidence underpinning it and what others can see that demonstrates their unique practice activity. It can act as a focus for professional development and within appraisal and can help a practitioner reflect on their effectiveness, knowledge and skills, either independently or with others.

**Completing the evidence indicator**

Complete the form below

* Identify scores from the HEF measurement before and after your intervention. Include these in ‘impact’ columns
* Read the quality domain
* Identify all your practice activities and interventions used to reduce the health inequalities related to the HEF determinant, list these in the ‘practice interventions’ column
* What evidence can you identify that demonstrates how things have changed for the person or their family? List this in the ‘evidence of change’ column
* What evidence is there to support the interventions you have made? You should include validated evidence from research but can also use local evidence gained from local evaluated studies, audit, patient experience questionnaires etc? Where there is no validated evidence, you can also include evidence of interventions believed to be effective through experience *(This could help inform future studies and ultimately add to the evidence base for effective interventions in the care of people who have learning disabilities)* There are some suggestions in the appendix that may be helpful.
* Make it clear what kind of evidence you are including and list this in the ‘evidence base’ column
* There is a space to add additional information and comment in the additional narrative if desired. For example where an outcome shows an increase in the impact of the health inequality, this might help shed light on why this may be. E.g. the person may have moved home or become subject to a safeguarding concern. Or they may have become unwell or experienced bereavement.

**Evidence Indicator**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Practitioner** | | | | | | | | **Date** | | | **HEF Outcome Determinant: 1**  **Social determinants of poor health**  **(Poor housing, poverty, unemployment and social disconnectedness)** | | | | | | | | | | | |
| **Service user reference E.g. NHS Number** | | | **Health Inequalities Score (before intervention)** | | | | | **Health Inequalities Score (after intervention)** | | |
|  | | | | | | | | | | | | | | | | | | | | | | |
| **A Accommodation Assessed impact**  **tick_box** | | | | **B Employment & meaningful activities Assessed impact**  **tick_box** | | | | **C Financial Support Assessed impact**  **tick_box** | | | | **D Social Contact Assessed impact**  **tick_box** | | | | **E Marginalising factors Assessed impact**  **tick_box** | | | | **F Safeguarding issues Assessed impact**  **tick_box** | | |
| **Before Intervention** | | **After** | | **Before Intervention** | | | **After** | **Before Intervention** | | **After** | | **Before Intervention** | | | **After** | **Before Intervention** | | | **After** | **Before Intervention** | | **After** |
| **Major** |  |  | | **Major** | |  |  | **Major** |  |  | | **Major** |  | |  | **Major** |  | |  | **Major** |  |  |
| **Significant** |  |  | | **Significant** | |  |  | **Significant** |  |  | | **Significant** |  | |  | **Significant** |  | |  | **Significant** |  |  |
| **Limited** |  |  | | **Limited** | |  |  | **Limited** |  |  | | **Limited** |  | |  | **Limited** |  | |  | **Limited** |  |  |
| **Minimal** |  |  | | **Minimal** | |  |  | **Minimal** |  |  | | **Minimal** |  | |  | **Minimal** |  | |  | **Minimal** |  |  |
| **None** |  |  | | **None** | |  |  | **None** |  |  | | **None** |  | |  | **None** |  | |  | **None** |  |  |
| **Practice Quality domain** | | | | | **Practice Intervention(s) to reduce health inequalities:** | | | | | | | | | **Evidence of change for individual/family/carers** | | | | **Evidence base for intervention(s)** | | | | |
| 1.1 Evidence of  skilled person centred assessment and interventions designed to improve health outcomes related to social determinants of poor health | | | | |  | | | | | | | | |  | | | |  | | | | |
| 1.2  Evidence of practitioner working in partnership, multi-professional and multi-agency working to enable a positive impact on the social determinants of poorer health | | | | |  | | | | | | | | |
| 1.3 Evidence of the practitioner’s knowledge, skills, qualifications or competence related to meeting health needs associated with the social determinants of poor health | | | | |  | | | | | | | | |
| 1.4  Evidence of risk assessment or management strategies, or plans designed to mitigate against and reduce risks associated with social determinants of poor health | | | | |  | | | | | | | | |
| 1.5  Evidence of research, audit, policies, guidance, clinical protocols used to inform interventions used to improve health outcomes related to social determinants of poor health | | | | |  | | | | | | | | |

**Additional narrative:**

**Evidence Indicator**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Practitioner** | | | | | | | | **Date** | | | **HEF Outcome Determinant: 2**  **Biological determinants of physical and mental ill health related to learning disabilities (genetic, causative factors for LD leading to physical/mental ill health)** | | | | | | | | | | | |
| **Service user reference E.g. NHS Number** | | | **Health Inequalities Score (before intervention)** | | | | | **Health Inequalities Score (after intervention)** | | |
|  | | | | | | | | | | | | | | | | | | | | | | |
| **A Assessment of physical & mental health needs and health checks**  **Assessed impact**  **tick_box** | | | | **B Long Term Condition pathways & planned reviews of need**  **Assessed impact**  **tick_box** | | | | **C Care Planning & Health Action Planning**  **Assessed impact**  **tick_box** | | | | **D Crisis / emergency planning & hospital passports**  **Assessed impact**  **tick_box** | | | | **E Medication**  **Assessed impact**  **tick_box** | | | | **F Specialist provision**  **Assessed impact**  **tick_box** | | |
| **Before Intervention** | | **After** | | **Before Intervention** | | | **After** | **Before Intervention** | | **After** | | **Before Intervention** | | | **After** | **Before Intervention** | | | **After** | **Before Intervention** | | **After** |
| **Major** |  |  | | **Major** | |  |  | **Major** |  |  | | **Major** |  | |  | **Major** |  | |  | **Major** |  |  |
| **Significant** |  |  | | **Significant** | |  |  | **Significant** |  |  | | **Significant** |  | |  | **Significant** |  | |  | **Significant** |  |  |
| **Limited** |  |  | | **Limited** | |  |  | **Limited** |  |  | | **Limited** |  | |  | **Limited** |  | |  | **Limited** |  |  |
| **Minimal** |  |  | | **Minimal** | |  |  | **Minimal** |  |  | | **Minimal** |  | |  | **Minimal** |  | |  | **Minimal** |  |  |
| **None** |  |  | | **None** | |  |  | **None** |  |  | | **None** |  | |  | **None** |  | |  | **None** |  |  |
| **Practice Quality domain** | | | | | **Practice Intervention(s) to reduce health inequalities:** | | | | | | | | | **Evidence of change for individual/family/carers** | | | | **Evidence base for intervention(s)** | | | | |
| 2.1 Evidence of  skilled person centred assessment and interventions designed to improve health outcomes related to biological determinants of poor health | | | | |  | | | | | | | | |  | | | |  | | | | |
| 2.2  Evidence of practitioner working in partnership, multi-professional and multi-agency working to enable a positive impact on the biological determinants of poorer health | | | | |  | | | | | | | | |
| 2.3 Evidence of the practitioner’s knowledge, skills, qualifications or competence related to meeting health needs associated with the biological determinants of poor health | | | | |  | | | | | | | | |
| 2.4  Evidence of risk assessment or management strategies, or plans designed to mitigate against and reduce risks associated with biological determinants of poor health | | | | |  | | | | | | | | |
| 2.5  Evidence of research, audit, policies, guidance, clinical protocols used to inform interventions used to improve health outcomes related to biological determinants of poor health | | | | |  | | | | | | | | |

**Additional narrative:**

**Evidence Indicator**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Practitioner** | | | | | | | | **Date** | | | | **HEF Outcome Determinant: 3**  **Communication Difficulties and reduced health literacy** | | | | | | | | | | |
| **Service user reference E.g. NHS Number** | | | | **Health Inequalities Score (before intervention)** | | | | **Health Inequalities Score (after intervention)** | | | |
|  | | | | | | | | | | | | | | | | | | | | | | |
| **A Poor bodily awareness, pain responses and communication support**  **Assessed impact**  **tick_box** | | | **B Communicating health needs to others**  **Assessed impact**  **tick_box** | | | | | **C Ability of those providing support to recognise expressions of need and / or pain**  **Assessed impact**  **tick_box** | | | **D Ability of those providing support to recognise and respond to emerging health problems and / or promote health literacy**  **Assessed impact**  **tick_box** | | | | | **E Understanding Health Information and Making Choices**  **Assessed impact**  **tick_box** | | | |  | | |
| **Before Intervention** | | **After** | **Before Intervention** | | | | **After** | **Before Intervention** | | **After** | **Before Intervention** | | | | **After** | **Before Intervention** | | | **After** |  | |  |
| **Major** |  |  | **Major** | | |  |  | **Major** |  |  | **Major** | |  | |  | **Major** |  | |  |  |  |  |
| **Significant** |  |  | **Significant** | | |  |  | **Significant** |  |  | **Significant** | |  | |  | **Significant** |  | |  |  |  |  |
| **Limited** |  |  | **Limited** | | |  |  | **Limited** |  |  | **Limited** | |  | |  | **Limited** |  | |  |  |  |  |
| **Minimal** |  |  | **Minimal** | | |  |  | **Minimal** |  |  | **Minimal** | |  | |  | **Minimal** |  | |  |  |  |  |
| **None** |  |  | **None** | | |  |  | **None** |  |  | **None** | |  | |  | **None** |  | |  |  |  |  |
| **Practice Quality domain** | | | | | **Practice Intervention(s) to reduce health inequalities:** | | | | | | | | | **Evidence of change for individual/family/carers** | | | | **Evidence base for intervention(s)** | | | | |
| 3.1 Evidence of  skilled person centred assessment and interventions designed to improve health outcomes related to communication difficulties and reduced health literacy | | | | |  | | | | | | | | |  | | | |  | | | | |
| 3.2  Evidence of practitioner working in partnership, multi-professional and multi-agency working to enable a positive impact on communication difficulties and reduced health literacy | | | | |  | | | | | | | | |
| 3.3 Evidence of the practitioner’s knowledge, skills, qualifications or competence related to meeting health needs associated with communication difficulties and reduced health literacy | | | | |  | | | | | | | | |
| 3.4  Evidence of risk assessment or management strategies, or plans designed to mitigate against and reduce risks associated with communication difficulties and reduced health literacy | | | | |  | | | | | | | | |
| 3.5  Evidence of research, audit, policies, guidance, clinical protocols used to inform interventions used to improve health outcomes related to communication difficulties and reduced health literacy | | | | |  | | | | | | | | |

**Additional narrative:**

**Evidence Indicator**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Practitioner** | | | | | | | | **Date** | | | **HEF Outcome Determinant: 4**  **Personal health behaviour and lifestyle risks such as diet, sexual health and exercise** | | | | | | | | | | | |
| **Service user reference E.g. NHS Number** | | | | **Health Inequalities Score (before intervention)** | | | | **Health Inequalities Score (before intervention)** | | |
|  | | | | | | | | | | | | | | | | | | | | | | |
| **A Diet and Hydration**  **Assessed impact**  **tick_box** | | | **B Exercise**  **Assessed impact**  **tick_box** | | | | | **C Weight**  **Assessed impact**  **tick_box** | | | | **D Substance use**  **Assessed impact**  **tick_box** | | | | **E Sexual Health**  **Assessed impact**  **tick_box** | | | | **F Risky behaviour and routines**  **Assessed impact**  **tick_box** | | |
| **Before Intervention** | | **After** | **Before Intervention** | | | | **After** | **Before Intervention** | | **After** | | **Before Intervention** | | | **After** | **Before Intervention** | | | **After** | **Before Intervention** | | **After** |
| **Major** |  |  | **Major** | | |  |  | **Major** |  |  | | **Major** |  | |  | **Major** |  | |  | **Major** |  |  |
| **Significant** |  |  | **Significant** | | |  |  | **Significant** |  |  | | **Significant** |  | |  | **Significant** |  | |  | **Significant** |  |  |
| **Limited** |  |  | **Limited** | | |  |  | **Limited** |  |  | | **Limited** |  | |  | **Limited** |  | |  | **Limited** |  |  |
| **Minimal** |  |  | **Minimal** | | |  |  | **Minimal** |  |  | | **Minimal** |  | |  | **Minimal** |  | |  | **Minimal** |  |  |
| **None** |  |  | **None** | | |  |  | **None** |  |  | | **None** |  | |  | **None** |  | |  | **None** |  |  |
| **Practice Quality domain** | | | | | **Practice Intervention(s) to reduce health inequalities:** | | | | | | | | | **Evidence of change for individual/family/carers** | | | | **Evidence base for intervention(s)** | | | | |
| 4.1 Evidence of  skilled person centred assessment and interventions designed to improve health outcomes related to personal behaviour and lifestyle risks | | | | |  | | | | | | | | |  | | | |  | | | | |
| 4.2  Evidence of practitioner working in partnership, multi-professional and multi-agency working to enable a positive impact on personal behaviour and lifestyle risks | | | | |  | | | | | | | | |
| 4.3 Evidence of the practitioner’s knowledge, skills, qualifications or competence related to meeting health needs associated with personal behaviour and lifestyle risks | | | | |  | | | | | | | | |
| 4.4  Evidence of risk assessment or management strategies, or plans designed to mitigate against and reduce risks associated with personal behaviour and lifestyle | | | | |  | | | | | | | | |
| 4.5  Evidence of research, audit, policies, guidance, clinical protocols used to inform interventions used to improve health outcomes related to personal behaviour and lifestyle risks | | | | |  | | | | | | | | |

**Additional narrative:**

**Evidence Indicator**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Practitioner** | | | | | | | | **Date** | | | | **HEF Outcome Determinant: 5**  **Deficiencies in access to and the quality of healthcare and other service provision** | | | | | | | | | | |
| **Service user reference E.g. NHS Number** | | | | **Health Inequalities Score (before intervention)** | | | | **Health Inequalities Score (after intervention)** | | | |
|  | | | | | | | | | | | | | | | | | | | | | | |
| **A Organisational barriers**  **Assessed impact**  **tick_box** | | | **B Consent**  **Assessed impact**  **tick_box** | | | | | **C Transitions between services**  **Assessed impact**  **tick_box** | | | **D Access to and quality of Health screening / promotion**  **Assessed impact**  **tick_box** | | | | | **E Access to and quality of primary/secondary care**  **Assessed impact**  **tick_box** | | | | **F Access to and quality of non-health services**  **Assessed impact**  **tick_box** | | |
| **Before Intervention** | | **After** | **Before Intervention** | | | | **After** | **Before Intervention** | | **After** | **Before Intervention** | | | | **After** | **Before Intervention** | | | **After** | **Before Intervention** | | **After** |
| **Major** |  |  | **Major** | | |  |  | **Major** |  |  | **Major** | |  | |  | **Major** |  | |  | **Major** |  |  |
| **Significant** |  |  | **Significant** | | |  |  | **Significant** |  |  | **Significant** | |  | |  | **Significant** |  | |  | **Significant** |  |  |
| **Limited** |  |  | **Limited** | | |  |  | **Limited** |  |  | **Limited** | |  | |  | **Limited** |  | |  | **Limited** |  |  |
| **Minimal** |  |  | **Minimal** | | |  |  | **Minimal** |  |  | **Minimal** | |  | |  | **Minimal** |  | |  | **Minimal** |  |  |
| **None** |  |  | **None** | | |  |  | **None** |  |  | **None** | |  | |  | **None** |  | |  | **None** |  |  |
| **Practice Quality domain** | | | | | **Practice Intervention(s) to reduce health inequalities:** | | | | | | | | | **Evidence of change for individual/family/carers** | | | | **Evidence base for intervention(s)** | | | | |
| 5.1 Evidence of  skilled person centred assessment and interventions designed to improve health outcomes related to deficiencies in access and quality of healthcare and other services | | | | |  | | | | | | | | |  | | | |  | | | | |
| 5.2  Evidence of practitioner working in partnership, multi-professional and multi-agency working to enable a positive impact on deficiencies in access and quality of healthcare and other services | | | | |  | | | | | | | | |
| 5.3 Evidence of the practitioner’s knowledge, skills, qualifications or competence related to meeting health needs associated with deficiencies in access and quality of healthcare and other services | | | | |  | | | | | | | | |
| 5.4  Evidence of risk assessment or management strategies, or plans designed to mitigate against and reduce risks associated with deficiencies in access and quality of healthcare and other services | | | | |  | | | | | | | | |
| 5.5  Evidence of research, audit, policies, guidance, clinical protocols used to inform interventions used to improve health outcomes related to personal behaviour and lifestyle risks | | | | |  | | | | | | | | |

**Additional narrative:**

**Appendix**

**Practitioner Input**

|  |  |
| --- | --- |
| **Notes to support the nurse in considering what to include (please note this is not a definitive list and is included here as an aid to completion** | |
| **Examples of nursing interventions**  Health education and teaching:   * Individual * Group * Carers * Population * Other professionals   Health promotion   * Individual * Group * Carers * Population * Other professionals   Health surveillance and monitoring   * Awareness raising and preventative interventions * Health Action planning * Health facilitation and coordination * Safeguarding * Carer support   Health access   * Education and teaching generic health staff * Multidisciplinary planning and intervention * Reasonable adjustments   - Social stories  -Easy read information  - Effective communication  - Reducing anxiety and fear,  - Desensitization  - Person centred approaches   * Carer support and advice   Physical health care and interventions   * Basic nursing care and support * Nurse prescribing * Epilepsy management * Continence advice and management interventions * Clinical assessment * Swallowing assessment and Dysphagia management * Pain management * Clinical interventions for specific conditions e.g.   + Constipation   + Enteral feeding   + Diabetes   + Cardiovascular disease   + Eczema and other skin conditions   + Conditions dependant on medical technology   + Tissue viability   + Infection control   + Obesity and other nutritional needs   + Terminal illness and long term conditions * Carer support and advice   Mobility and postural care interventions   * Body shape protection * Carer support and advice * Mobilization and exercise   Mental health care and interventions   * Nurse prescribing * Mental state assessment * Dementia assessment * Reminiscence therapy * Therapeutic interventions e.g.   -CBT  -DBT  -Psychotherapeutic approaches  -Counselling  Risky behaviour interventions   * Positive behavioural support * Risk assessment and management * Functional analysis * Person centred approaches * Carer support and advice * Sexual health assessment and interventions   Co-production | **Some examples of evidence and other supporting information (e.g. policy, guidelines)**   * Joint Strategic Needs Assessment (JSNA) * Self-assessment framework * Health and Wellbeing Strategy * Public Health strategy * Partnership Board strategy, plans and minutes * Autism Strategy * Health Action Plans * Person Centred Plans * Hospital Passports * Communication passports * Accessible care plans * Pain profiles * Accessible information (improving health literacy) * End of life plans * Social stories * Risk assessments and management plans * Safeguarding processes * Service user and carer feedback * NHS Self- Assessment Framework * Periodic service reviews * Service user experience reports – dignity, respect etc. * PROMs (patient reported outcome measures) * Family carer experience reports – involvement * Compassion scales * Reasonable adjustments * e.g. Promoting & recording reasonable adjustments (and outcomes) * NICE Guidance * National and local policies & protocols * Sign up to Getting it Right * Reports to NHS Trust Boards * Clinical audit , clinical evaluation and clinical research reports and findings * Other outcome measures: e.g. HoNOS, Tissue viability * Nursing e.g. Strengthening the Commitment (Scottish Government), 6Cs (DH), Good Practice in Learning Disability Nursing (DH). UK consultant nurse vision document, Meeting the health needs of people with learning disabilities (RCN) * Courses attended & Qualifications: Certificates, Portfolio, reflective accounts |