

**Office Use Only**

|                  |                   |
|------------------|-------------------|
| Submission Date: | <i>March 2016</i> |
| Approved By:     | <i>SC</i>         |
| Full EIA needed: | No                |

## Equality Impact Assessment – Policies, SOP's and Services not undergoing re-design

|   |  |  |
|---|--|--|
| 1 | Name of the Policy/SOP/Service                                   | Decontamination Policy   |
| 2 | Department/Business Group  | Infection Prevention – Corporate Nursing   |
| 3 | Details of the Person responsible for the EIA                    | <p><b>Name:</b> Nesta Featherstone</p> <p><b>Job Title:</b> Senior Infection Prevention Nurse</p> <p><b>Contact Details:</b> 0161 419 4669</p>   |
| 4 | What are the main aims and objectives of the Policy/SOP/Service? | Decontamination of equipment is a priority of the Trust and is essential to ensure the delivery of safe services to patients, staff and other users. This policy offers best practice guidance on the management and decontamination of such devices (surgical instruments, flexible endoscopes etc) |

For the following question, please use the EIA Guidance document for reference:

| 5  | A) IMPACT   | B) MITIGATION   | Lead |
|--|---|---|------|
|  | <p>Is the policy/SOP/Service likely to have a <u>differential</u> impact on any of the protected characteristics? If so, is this impact likely to be positive or negative?</p> <p><b>Consider:</b></p> <ul style="list-style-type: none"> <li>Does the policy/SOP apply to all or does it exclude individuals with a particular protected characteristic e.g. females, older people etc?</li> <li>What does existing evidence show? E.g. consultation from different groups, demographic data, questionnaires, equality monitoring data, analysis of complaints. Are individuals from one particular group accessing the policy /SOP /Service more/less than expected?</li> </ul> | <p>Can any potential negative impact be justified? If not, how will you mitigate any negative impacts?</p> <ul style="list-style-type: none"> <li>✓ Think about reasonable adjustment and/or positive action</li> <li>✓ Consider how you would measure and monitor the impact going forward e.g. equality monitoring data, analysis of complaints.</li> <li>✓ Assign a responsible lead.</li> <li>✓ Designate a timescale to monitor the impacts.</li> <li>✓ Re-visit after the designated time period to check for improvement.</li> </ul> |      |
| Age  | Relevant to all ages  |   |      |
| Carers / People with caring responsibilities | Relevant to all   |   |      |
| Disability                                   | There may be particular contraindications for staff with medical conditions e.g. asthma undertaking these procedures.   | Staff are responsible for ensuring that any contraindications to staff working with decontamination chemicals are considered e.g. asthma  |      |
| Race / Ethnicity                             | There may be language barriers if English is not people's first language.   | The policy addresses this by using plain English as far as possible   |      |
| Gender                                       | Relevant to all staff and does not have any impact that is gender specific  |   |      |
| Gender Reassignment                          | Relevant to all staff and does not have any impact that is gender specific  |   |      |
| Marriage & Civil Partnership                 | Relevant to all   |   |      |
| Pregnancy &                                  | There may be particular contraindications for   | Staff are responsible for ensuring that   |      |

|   |   |   |  |
|---|---|---|--|
| <b>Maternity</b>                                    | pregnant women undertaking these procedures.  | any contraindications to pregnant women working with decontamination chemicals are considered |  |
| <b>Religion &amp; Belief</b>                        | Alcohol gel could affect people who hold a religious belief that precludes contact with alcohol | Provide other alternatives within the Trust for these staff                                   |  |
| <b>Sexual Orientation</b>                           | Relevant to all staff and does not have any impact on peoples sexual orientation                |   |  |
| <b>General Comments across all equality strands</b> | Alcohol gel could affect staff with allergies or long term skin conditions                      | We work closely with Occupational Health to sources suitable alternatives                     |  |

|                     |   |
|---------------------|---|
| <b>EIA Sign-Off</b> | <p><b>Your completed EIA should be sent to Sue Clark , Equality and Diversity Manager for approval and publication:</b></p> <p><a href="mailto:Susan.clark@stockport.nhs.uk">Susan.clark@stockport.nhs.uk</a></p> <p><b>0161 419 4784</b></p> |
|---------------------|---|