

EQUALITY IMPACT ASSESSMENT

STAGE 1

Ensure that: discrimination is eliminated; equality of opportunity is promoted and good race relations are promoted.

POLICY NAME: Control of Exposure to Mercury Policy
Date written: October 2008
Date policy assessed: 10th November 2008
Lead person responsible for policy: Jane Piper (Health & Safety Advisor)
Person responsible for assessment: Jane Piper (Health & Safety Advisor)
Date for review: October 2010

	Comment	Any adverse impact or potential to discriminate on grounds of:					
		Race	Disability	Age	Religion	Gender	Sexuality
<p>1. Identify the main aims of the policy</p> <p>Who are the beneficiaries of the policy?</p> <p>Prompts:</p> <p>1.1 What is the purpose of the policy?</p> <p>1.2 What are you trying to achieve through the policy?</p> <p>1.3 Is responsibility shared with another department? Explain.</p> <p>1.4 Have you involved partners and stakeholders in the policy development and assessment?</p>	<p>To set out the working practices and procedures, which are to be adhered to in order to minimise the risks to staff and protect the environment.</p> <p>To recognise the significance of the risks of ill health associated with mercury usage and disposal and ensure that such risks are eliminated, or reduced to the lowest practicable level.</p> <p>The policy applies to all staff employed by the Oxford Radcliffe Hospital, including those managed by a third party and encompasses any incident that affects patients, staff or visitors on any of the Trusts premises</p>	X	X	X	X	X	X

2. Collect information	Comment	Potential for discrimination?					
		Race	Disability	Age	Religion	Gender	Sexuality
<p>Prompts: 2.1 Have you current reliable information about the different groups the proposed policy is likely to affect?</p> <p>Speak to stakeholders.</p> <p>Prompts:</p>	<p>The proposed policy is not likely to affect any of the different groups</p>	X	X	X	X	X	X
<p>2.2. Is more information required? If so how are you going to gather it? If there is insufficient information – you may have to make a judgement this time and ensure more information / indicators are collected for the next review.</p>							
<p>2.3 Consider – when relevant: PALS Analysis of Complaints Risk management Demographic data Recent research findings Studies of deprivation Recent surveys Equality monitoring data Qualitative information from all stakeholders including the public. Any comparisons with similar policies? Recommendations of inspection or audit reports.</p>							

	Comment	Discrimination? Unequal access?					
		Race	Disability	Age	Religion	Gender	Sexuality
3. Decide if the policy is relevant to the duty to promote good relations between racial groups; to eliminate discrimination on grounds of race, disability, age, religion, sexuality or gender; to promote equality of opportunity; to promote equality of access.	Policy is relevant to the duty to provide a safe place of work for all employees	X	X	X	X	X	X
Prompts:							
3.1 Could the consequences differ according to a racial group or disability because a group or persons have a particular need or belief?							
3.2 Is there any reason to believe that people could be affected differently by the policy – according to racial group/ disability / age/gender/religion/ sexuality? (<i>e.g. access to services or the ability to take advantage of proposed opportunities</i>)							
3.3 Could the policy discriminate unlawfully, directly or indirectly against people from some racial groups /people with a disability/ on account of age, gender, religion or sexuality?							
3.4 Is there any evidence that some people may have different expectations of the policy? For example: different racial groups/ people with a disability/ people with different religious beliefs or on grounds of age, gender or sexuality.							
3.5 Is the policy likely to affect relations between certain groups? (<i>e.g. favouring one racial group</i>)							
3.6 Is the policy likely to damage relations between any particular groups?							

IF YOU HAVE ANSWERED YES TO ANY QUESTION, PROGRESS TO STAGE 2.