

EQUALITY IMPACT ASSESSMENT

STAGE 1

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

POLICY NAME: Personal Protective Equipment (PPE) Policy
Date written: October 2008
Date policy assessed: 15th October 2008
Lead person responsible for policy: Jane Piper
Person responsible for assessment: Jane Piper
Date for review: October 2010

	Comment	Any adverse impact or potential to discriminate on grounds of:					
		Race	Disability	Age	Religion	Gender	Sexuality
Identify the main aims of the policy	<p>That all reasonable steps are taken to secure the health and safety of employees who need to use Personal Protective Equipment. This will be achieved through:-</p> <ul style="list-style-type: none"> • Carrying out assessments of proposed PPE to determine its suitability • Informing employees of the risks that exist and make the use of PPE necessary • Ensuring that all PPE is used in accordance with approved safe systems of work • Arrangements for the repair, cleaning and maintenance of PPE • All staff who require PPE are trained in the correct use • Replace PPE that has been provided to meet with statutory obligation at no cost to the employee 	X	X	X	YES	X	X
Who are the beneficiaries	Covers the general requirement to provide and maintain personal protective equipment for all staff, including trainees and work experience staff where it						

of the policy?	<p>has been identified through risk assessment that PPE is required.</p> <p>In respect of contractors and others not in the employment of the Trust, it shall be for the service provider to provide such PPE and instruction as necessary for the protection of his/her staff.</p> <p>This policy has been circulated to all Trust staff groups for full consultation.</p> <p>The discrimination on religious grounds for Muslim, Jewish and Sikh staff choosing to wear a beard whilst at work remains when operational staff are required to wear Respiratory Protective Equipment (RPE) i.e. tight fitting face masks for operational activity</p>						
1.1 What is the purpose of the policy?							
1.2 What are you trying to achieve through the policy?							
1.3 Is responsibility shared with another department? Explain.							
1.4 Have you involved partners and stakeholders in the policy development and assessment?							
2. Collect information	Comment	Potential for discrimination?					
<p>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>A (RPE) face mask will not work on individuals that may wear a beard based on religious grounds. E.g. Muslim, Jewish and Sikh males.</p> <p>The issues of exemption religiously on health and safety grounds will need to be discussed with relevant external religious individuals/groups i.e. Muslim group(s), mosques, Jewish faith groups and Sikh Association</p>	Race	Disability	Age	Religion	Gender	Sexuality
		X	X	X	Yes	X	X

	A face mask is widely regarded as the most effective protection for health care workers when dealing with respiratory illness and is recommended under the Department of Health Influenza Pandemic guidance 2007						
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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.

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.

	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	The discrimination on religious grounds for Muslim, Jewish and Sikh staff choosing to wear a beard whilst at work remains when operational staff are required to wear Respiratory Protective Equipment (RPE) i.e. tight fitting face masks for operational	X	X	X	Yes	X	X

gender; to promote equality of opportunity; to promote equality of access.	activity						
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? (eg access to services or the ability to take advantage of proposed opportunities)							
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? Eg 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? (eg favouring one racial group)							
3.6 Is the policy likely to damage relations between any particular group?							

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