

Equality Impact Assessment (EIA) Stage 1

Policy or Service being Assessed:		
<ul style="list-style-type: none"> • Infection Prevention & Control – Specimen Management Policy 		
Lead Person:		
<ul style="list-style-type: none"> • Infection Prevention & Control Nurse (IPCN) • Director of Infection prevention and Control (DIPC) 		
Person(s) responsible for carrying out the assessment (if not the Lead Person).		
<ul style="list-style-type: none"> • Head of PPI/Equality • CNS Infection Prevention & Control 		
1. Is this a new or existing policy / service?	New ✓	Existing:
2. What is the expected outcome of the service / policy? (E.g. aims, objectives and purposes of the service / policy, standards for practice).		
<p>To support the principle what wherever possible infections will be prevented, where this is not possible the risk will be minimised to an irreducible level through the implementation of effective systems and procedures including up to date evidence based policies. The policy has very clear / detailed standards for practice against each specimen type. These are further supported by a number of supporting flow charts and audit tools.</p>		
3. Does this policy / service link to others? If yes please state link below:		
<p>The policy should be read in conjunction with the University Hospital of North Staffordshire Microbiology Handbook and the following Trust Policies:</p> <ul style="list-style-type: none"> • Hand Hygiene Section 4a Hand Hygiene • Personal Protective Equipment Section 4b PPE • Standard Precautions Section 3 Standard Precautions 		
4. Who is intended to benefit from the policy / service? In what way?		
<p>All staff, patients, visitors will benefit - policy and procedure to prevent or minimise the risk of infection. The policy applies to all trust employees and staff working for and behalf of the Trust including contractors, voluntary workers, students, locum and agency staff.</p>		
5. How is the policy / service to be put into practice? Who is responsible?		
<p>The policy has a very clear section on responsibilities defined by role (see pages 4 and 5 for full detail). This includes Director of Infection prevention and Control (DIPC) Infection prevention Control Nurse (IPCN) Medical Director and clinician caring for the patient, Service Leads, Team leaders and Matrons, Equipment Managers, Ward or Unit Manager and Clinical teams and the taxi driver must demonstrate an understanding of the policy and be seen to apply the policy during collection, transportation and delivery of specimens.</p>		

<p>6. How and where is information about the policy / service publicised? Example on the Trust intra net, and the internet/portal.</p> <p>The Policy has been published on the Trust intra net for comment and feedback from staff and will ultimately be published on the Trust portal for public access. Copies of the policy will be made available to patients and carers on request.</p>		
<p>7. What regular consultation do you carry out with difference communities and groups re the policy / service?</p> <p>Period of 12 week consultation via the Trust intra net. Review at the Clinical and Information Governance Review Committee (CIGC)</p>		
8. Are there concerns that the policy / service could have an adverse impact because of:	Yes:	No:
Age		✓
Disability	Yes	No
If YES to the above please state evidence (either presumed or otherwise)		✓
Gender	Yes	No
If YES to the above please state evidence (either presumed or otherwise)		✓
Ethnicity	Yes	
If YES to the above please state evidence (either presumed or otherwise)		✓
Sexual Orientation		
If YES to the above please state evidence (either presumed or otherwise)		✓
Religion / Belief		
If YES to one or more of the above please state evidence (either presumed or otherwise) do you have for this?		✓
9. Do the differences amount to discrimination and the potential for adverse impact in this policy?	Yes:	No: ✓
10. If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason i.e. Indirect discrimination can be justifiable sometimes when a service is being provided	Yes:	No:

for a particular target group e.g. Asian women's breast screening, Gay men's sexual health clinic, gender specific services /environments		
If YES, please give reasons:		No
<p>11. Do you think this policy / service specifically contributes to promoting equality and diversity in North Staffordshire? If so, in what way? Please note any examples of good practice</p> <p>Not really – the document is a very factual and detailed policy providing clear and specific instructions around best practice in specimen management.</p>		
12. Should there now be a Full Impact Assessment and if so, what are the reasons for this?	Not required.	
13. Date on which full assessment to be completed by.	N/A	

Signed (Lead Assessors) ...Val Stronach, Head of Equality

Date: 30 March 2010

Review Date: There will be a change on national guidance relating to this policy in May 2010 so the policy may require updating accordingly – as will the EqIA 2010. Once this has been done a longer term review date will be agreed.