

Appendix 4

Equality Impact Assessment Summary

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Policy/Service: Dress Code and Uniform/Work Wear Mandatory Policy

Background

- Description of the aims of the policy
- Context in which the policy operates
- Who was involved in the Equality Impact Assessment

The Policy sets out the expectations of the Trust in relation to corporate dress code and the wearing of Trust uniforms.

The policy refers to all staff.

Methodology

- A brief account of how the likely effects of the policy was assessed (to include race and ethnic origin, disability, gender, culture, religion or belief, sexual orientation, age)
- The data sources and any other information used
- The consultation that was carried out (who, why and how?)

Consultation has involved the Staff Employee Partnership Forum, Infection Control, Health and Safety and members of the HR Department.

The Policy should be read in conjunction with the Department of Health: Guidance on Uniform and Workwear policies for NHS Staff 2010

Key Findings

- Describe the results of the assessment
- Identify if there is adverse or a potentially adverse impacts for any equalities groups

At present there is no evidence that the policy adversely impacts on particular equalities groups unwittingly but this will be kept under review.

Conclusion

- Provide a summary of the overall conclusions

In conclusion there are no equalities groups that are adversely affected as a result of this policy

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Recommendations

- State recommended changes to the proposed policy as a result of the impact assessment
- Where it has not been possible to amend the policy, provide the detail of any actions that have been identified
- Describe the plans for reviewing the assessment

At present no changes are recommended.

The Policy and any impact is due for review in one year

Guidance on Equalities Groups

Race and Ethnic origin (includes gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)	Religion or belief (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)
Disability (consider communication issues, access to employment and services, whether individual care needs are being met and whether the policy promotes the involvement of disabled people)	Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)
Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)	Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist, for example, using titles of senior or junior)
Culture (consider dietary requirements, family relationships and individual care needs)	Social class (consider ability to access services and information, for example, is information provided in plain English?)