

Equality Impact Assessment Summary

Name: Mr. Dwayne Gillane, Occupational Health Nurse Consultant.

Policy: First Aid

<p>Background</p> <ul style="list-style-type: none"> • Description of the aims of the policy • Context in which the policy operates • Who was involved in the Equality Impact Assessment
<p>The aim of this policy is to ensure that the Trust continues to fulfil this duty of care regarding the provision of First Aid within the Trust.</p> <p>Policy outlines the First Aid requirements in both clinical and non clinical area's of the trust.</p> <p>To provide guidance on the requirements for first aid provision to a member of staff, contractor or visitor when they are injured or fall ill, summoning help should it be required e.g. ambulance.</p> <p>Dwayne Gillane, Occupational Health Nurse Consultant completed the Equality Impact Assessment.</p>
<p>Methodology</p> <ul style="list-style-type: none"> • 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?)
<p>The policy applies to all member of staff, contractor or visitor on the Trust sites.</p> <p>The Health & Safety Commission (1997) First Aid at Work Health and Safety (First-Aid) Regulations 1981. Approved Code of Practice and guidance, L74, HSE Books, informed the policy.</p> <p>The Policy was presented for review, comments and approval at the Trusts Health & Safety Committee and ratification at the Safety & Risk Committee.</p>

Vol 2 Employment & Occ Health	Section 2 Occ Health	First ratified Sept 2000	Last Review November 2010	Issue 3	Page 7 of 8
-------------------------------------	-------------------------	-----------------------------	------------------------------	---------	-------------

<p>Key Findings</p> <ul style="list-style-type: none"> • Describe the results of the assessment • Identify if there is adverse or a potentially adverse impacts for any equalities groups
<p>Policy is now up to date with no adverse or potentially adverse impact for any equality groups.</p>
<p>Conclusion</p> <ul style="list-style-type: none"> • Provide a summary of the overall conclusions
<p>The First Aid policy is now up to date in line with Trust requirements.</p>
<p>Recommendations</p> <ul style="list-style-type: none"> • 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
<p>No changes are recommended to the policy as a results of the completed Equality Impact Assessment. The policy will be reviewed as planned in November 2012.</p>

Guidance on Equalities Groups

<p>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)</p>	<p>Religion or belief (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)</p>
<p>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)</p>	<p>Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)</p>
<p>Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)</p>	<p>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)</p>
<p>Culture (consider dietary requirements, family relationships and individual care needs)</p>	<p>Social class (consider ability to access services and information, for example, is information provided in plain English?)</p>