

Equality Impact Assessment Summary

**Impact Assessment Carried
Out By: Helen Arnold**

Background

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

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Policy for Management of AIDS/HIV Infected Health Care Workers

– This policy aims to reduce the risk of transmission of HIV infection to patients from HIV/AIDS infected Health Care Workers.

It applies to all employees and potential employees who undertake Exposure Prone Practices Procedures as part of their daily role. It also applies to those health care workers who think they have become infected with HIV either due to an incident that has occurred within the work place or outside of work.

Helen Arnold and Nadine Godfrey were involved with this risk assessment.

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?)

This policy is guided by Department of Health Guidance and therefore race, ethnic origin, disability, gender, culture, religion or believe, sexual orientation and age does not affect this policy.

Disability could be considered as an issue if an employee is diagnosed with HIV/AIDS infection. However in this instance the overriding factor is patient safety which takes precedence. However the policy recognised that if a Health care worker is diagnosed as HIV positive and is unable to practice within an EPP role then the appropriate support would be provided by the organisation such as retraining, redeployment to help facilitate the employee in the work place.

Data Sources:

Health Clearance for Tuberculosis, HIV, Hepatitis B, Hepatitis C: New Health Care Workers D of H 2007

Department of Health 2005 HIV Infected Health Care Workers: Guidance on Management and Patient Notification.

Health Service Circular HSC 1998/063: Guidance for clinical health care workers: protection against infection with blood borne viruses.

There was no consultation undertaken as this policy was a review of existing guidance and there has been little significant change since its original publication.

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

There is a potential adverse impact for those workers undertaking EPP duties and then found to be HIV positive. However in this instance patient safety is of paramount and it is important to reduce the risk of transmission. Therefore this policy supports compliance with governmental guidance. However appropriate employment support will be offered to Health care workers who are diagnosed as HIV positive. All Health care workers undergoing screening will be informed of potential consequences of a positive result as part of the informed consenting processes.

- Conclusion**
- Provide a summary of the overall conclusions

See above statement.

- 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

None.

This policy will be reviewed in line at least every 2 years or when updated guidance on practice is published by the Department of Health.

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?)