

## 9. Equality Impact Assessment

		Yes/No	Comments
9.1	Does the policy/guidance affect one group less or more favourably than another on the basis of:		For each category describe how you have involved stakeholders including service users and employees
	Race and Ethnic origin (include gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)	No	All source patients treated equally when being approached for blood test. PALS approved leaflet (See Appendix 4 of the Inoculation Injury policy) is given to those patient's being approached for blood testing.  If required the Trust has access to translators to ensure good communication. If this is not possible a risk assessment can be carried out on the basis of the medical notes but no bloods are taken without informed consent.
	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)	No	
	Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)	No	
	Culture (consider dietary requirements and individual care needs)	No	
	Religion or belief (include dress, individual care needs and spiritual needs for consideration)	No	
	Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)	Yes	Sexual orientation influences the risk assessment being carried out on the source patient. There is well documented increased risk of the presence of HIV infection in men who have sex with men. Any injury involving patients in this category are treated as high risk. There is no risk to the patient, the risk is to the exposed person.
	Age (consider any barriers to accessing services or employment, identify and remove or justify terms which	No	

		Yes/No	Comments
	could be ageist)		
9.2	<b>Is there any evidence that some groups are affected differently?</b>	No	<p>All persons who sustain an inoculation injury are treated equally.</p> <p>There is well documented evidence where there is an increased risk of HIV being present in the following groups, IV drug users, prostitutes, men who have sex with men, haemophiliac's. Those from high risk area's including sub Saharan Africa and south east Asia.</p> <p>Those from these groups do not have any less access to treatment and would be dealt with the same as all other patient's However the person who sustains an inoculation injury from those in this group would be treated for a 'high risk' injury.</p>
9.3	<b>If you have identified potential discrimination, for example, less than equal access, are any exceptions valid, legal and/or justifiable, for example a genuine occupational qualification?</b>	N/A	
9.4	<b>Is the impact of the policy/guidance likely to be negative?</b>	No	<p>Availability of a comprehensive policy allows all concerned to access the information quickly and help them take the appropriate decisions.</p> <p>Documents are also available in a variety of formats as requested.</p>
9.5	<b>If so can the impact be avoided?</b>	N/A	
9.6	<b>What alternatives are there to achieving the policy/guidance without the impact?</b>	N/A	
9.7	<b>Can we reduce the impact by taking different action?</b>	N/A	