

Equality Impact Assessment Summary

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Policy/Service: Work Experience, Work Shadowing and Work Placement

Background

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

To ensure that any person undertaking a work experience/shadowing placement at Ashford and St Peter's Hospitals NHS Trust has followed the correct application process and is fully supervised at all times and their activities are restricted to those that are appropriate.

To ensure health and safety requirements are met and patient confidentiality and dignity is observed and understood at all times.

The Equality Impact Assessment was carried out by Darren Pirson, Undergraduate Medical Education Manager

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?)

The application form acts as the data source and applicants are required to disclose their age as this is used only to determine suitable placement areas in accordance with the policy.

Consultation on this policy included the following people/groups:

Human Resources
Occupational Health
Health and Safety
Voluntary Services
Employee Partnership Forum

Key Findings

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

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The policy does not involve any adverse or potentially adverse impacts for any equalities groups.

Conclusion

- Provide a summary of the overall conclusions

There are no identified adverse or potentially adverse impacts for any group.

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

There are no changes or proposed changes to the policy.

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>