



## EQUALITY ANALYSIS

### INITIAL SCREENING TOOL

**Title of policy: TP 027 Infection Prevention and Control Policy**

(Please remember that even informal policies & procedures need to be equality analysed.)

**Is it new**  **or revised**

(If revised, please attach a copy of the original Equality Analysis.)

**Senior Manager Responsible: Eng-Choo Hitchcock, Head of Infection Prevention and Control**

**Department** Nursing and Quality

**Section** Infection Prevention and Control

Title: Equality Analysis Tool & Guidance	Version: 1.1
Date: 12/07/2011	Owner: Equality and Inclusion

**EQUALITY ANALYSIS SCREENING TEAM** (Please enter below the names of the project team members who carried out this initial screening with you and their role in the screening (e.g. team colleague or critical friend)).

Name	Department	Role
Eng-Choo Hitchcock	Infection Prevention and Control	Head of Infection Prevention and Control
Camilla Wick	Infection Prevention and Control	Critical Friend

**Date of screening** 13/12/2016

**Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.**

- To confirm the Trust's on-going commitment to promote high standards of prevention and control of infection in line with national standards, throughout the organisation
- To meet its legal obligation as an employer and a healthcare provider and maintain registration with the Care Quality Commission
- To minimise the risks of transmission of healthcare associated infections (HCAIs) to all patients and staff within the Trust, including voluntary staff, visitors and external contractors.
- To clarify roles and responsibilities and ensure effective arrangements are in place for management of HCAIs

**Please state below who is intended to benefit from this policy/service/function etc. and in what way.**

Ensure excellent safe care to patients, staff working with LAS, volunteers, visitors and external contractors  
 Maintain our Trust's registration with the Care Quality Commission by ensuring compliance with the Health and Social Care Act 2008: Code of Practice for the prevention and control of infections and related guidance (revised 2015)  
 Meet the Commissioner requirements  
 Contribute to the wider Public Health HCAI and antimicrobial resistance agenda

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Please state in the table below whether the policy/service/function etc. could have any potential impact on anyone from a “protected characteristic” group, whether service users, staff or other stakeholders

<b>“Protected Characteristic Group”</b>	<b>Is there likely to be a positive or neutral impact in regard to:</b>	<b>If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for a “protected characteristic” group or for another reason?</b>
<b>Age</b>	Staff	Positive
<b>Disability</b>	Staff	Neutral
<b>Gender Reassignment</b>	Staff	Neutral
<b>Marriage and Civil Partnership (duty only applies to elimination of discrimination)</b>	Staff	Neutral
<b>Pregnancy and Maternity</b>	Staff	Positive
<b>Race</b>		Neutral
<b>Religion or Belief</b>		Neutral
<b>Sex</b>		Neutral
<b>Sexual Orientation</b>		Neutral

Can the policy/service/function etc. be used to advance equality and foster good relations, including for example, participation in public life? If so, how?

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Positive contributory effect on the work environment, making it a safer place to work in for patient safety and quality.

**Please provide and summarise below any relevant evidence for your declaration above, including any engagement activities – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.**

Revision of existing EIA (2010)

**Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?**

No  Yes

**If yes, please state below how you intend to acquire this evidence and your timescales for doing so.**

Positive impact – see below

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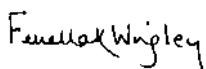
**You must complete a full Equality Analysis if you have identified a positive or negative potential impact for any “protected characteristic” group, which is not legal or justifiable or if you have identified any gaps in evidence which make it difficult for you to determine whether there would be adverse impact. Please insert below any issues you have identified/recommendations for the full Equality Analysis.**

Age and Pregnancy/maternity

Patients within these groups may have potentially sub-optimal immune status, which may predispose them to HCAI during healthcare interventions. This policy should provide assurance that the LAS is committed to Safe Quality Care provision.

**If you have only identified a neutral or positive impact on any “protected characteristic” group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust’s website.**

**Name of Director: Dr Fenella Wrigley Medical Director**

**Signature:** 

**Date: 13/12/16**

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