

Equality Impact Assessment (EIA) - Evidence Form

The PCT strives to design and implement services, policies and measures that meet the diverse needs of our service population and workforce, ensuring that none are placed at a disadvantage over others. This form is designed to help you to consider the needs and assess the positive, adverse or neutral impact of your policy, protocol, proposal or service on all groups within our local communities, and to record the evidence that you have done so. Any proposal or policy submitted to the Board must have undergone EIA.

This form will be used as evidence of the assessment you have undertaken. It will need to be made available to the Board and PCT's Equality and Diversity Steering Group.

Policy/Proposal/Service Title _____ Pre-employment Screening

Name of EIA Lead _____ Joanna Whall, HR Manager _____

Others involved in assessment _____

Date EIA commenced _____

EIA Completed and Approved

Signature (Lead Director): _____

Name (print) _____

Job Title: _____

Date: _____

ONCE COMPLETED, PLEASE SUBMIT TO EQUALITY AND DIVERSITY LEAD FOR EVIDENCE AND PUBLICATION.

STAGE 1: Standard Screening

EIA questions	EIA Narrative	Sources of Evidence
<p>1. What is purpose and objectives of the policy, proposal or service?</p>	<p>This policy is to prevent the spread of childhood illnesses i.e. measles, rubella and varicella (chickenpox), blood borne viruses i.e. hepatitis B, Hepatitis C and Human Immunodeficiency Virus (HIV) and tuberculosis.</p> <p>Health Care Workers are prone to contracting and spreading infection as they have contact with infectious patients, as a result they can spread these infections to other patients and vulnerable patient groups. Therefore the Department of Health; Health Protection Division and General Health Protection (2007) state that all new health care workers in NHS and non-NHS organisations are require the following health clearance:</p> <ul style="list-style-type: none"> • Tuberculosis • Hepatitis B • Hepatitis C • HIV <p>The Department of Health also recommends that health care workers are offered immunity against varicella (Department of Health 2006a), measles (Department of Health 2006b) and rubella (Department of Health 2006c) to prevent the spread of these illnesses to vulnerable patients.</p> <p>The Partners/Stakeholders involved are as follows:-</p> <p>Chief Executive of the PCT Human Resources Department Health & Safety Committee Employees of the PCT Staff Partnership Forum Unions PCT Board Occupational Health Department</p>	

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2. Who is the policy, proposal or service aimed at?	This document applies to all employees of Oxfordshire PCT specifically those staff defined as Health care Workers as defined within the policy.	
3. Does it affect one group less or more favourably than another (see groups below)?		
Male or Females	Neutral impact	
People of different ages	Neutral impact.	
People of different ethnic groups	Neutral impact	
People of different religious beliefs	Neutral impact	
People who do not speak English as a first language	Potential for negative impact if staff who are not fluent in English are not supported to understand the policy and be able to use it.	
People who have a physical disability	Potential negative impact. For those staff who are diagnosed HIV positive, the policy states that as far as practical the confidentiality of the infected health care worker should be protected and that the employer has a duty to arrange suitable alternative work and retraining opportunities. In addition such health care workers should not be placed in environments where they are likely to come in to contact with known or undiagnosed Tuberculosis (Department of Health 2005). Employer has a duty to make reasonable adjustments where possible to negate any negative impact.	

EIA questions	EIA Narrative	Sources of Evidence
People who have a mental disability	Potential also for negative impact if staff are not supported to understand the policy and be able to use it.	
People with learning disabilities	Potential also for negative impact if staff are not supported to understand the policy and be able to use it.	
Women who are pregnant or on maternity absence	Neutral impact	
Single parent families	Neutral impact	
People with different sexual orientations	Neutral impact	
People with different work patterns (part-time, full-time, job-share, short-term contractors, employed, unemployed)	Neutral Impact	
People in deprived areas and people from different socio/economic groups	Neutral impact	
Asylum seekers and refugees	Neutral impact	
Prisoners and people confined to closed institutions, community offenders	Neutral impact	
Carers	Neutral impact	

EIA questions	EIA Narrative	Sources of Evidence
Rural and/or isolated communities	Potential negative impact if individuals unable to attend appointment for screening. Arrangements would need to be put in place for Occupational health to provide appointment at a different venue.	
<p>4. Have you identified any potential discrimination or adverse impact that cannot be legally justified?</p> <p>If unsure, consult with the PCT Equality and Diversity Lead.</p>		