

Part 7 Equality impact assessment summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the Service's website, and return it to Business Support.

Date of assessment: 3/12/08

Manager(s) name: Tracey Fottrell

Role: Corporate Support Manager

Business case, SOP, SIP, project or service, procedure, strategy or Service, that was impact assessed:

Review of Occupational Health Service

Summary of findings:

This EIA has confirmed that some of the key areas for review include:

- The medical process and how all staff can best access this compulsory service requirement
- The need for a further SOP regarding pregnancy, particularly focusing on operational FFs
- The need for a new SOP on transgender to be written
- The need for 2 Service specific SOPs, one detailing what to do if a member of staff is potentially exposed to a blood born virus, and one regarding the employment of staff with a blood born virus.
- The importance of targeting particular groups where there is medical evidence of an increased risk of illness/disease e.g. particular ethnic groups and individuals over the age of 55 where we have existing data on age-related ill-health

Summary of recommendations and key points of action plan:

As part of the OH Review, the medical process will be reviewed to ensure it is flexible to meet the needs of the Service

A new HR SOP to be written regarding pregnancy

A new HR SOP to be written regarding transgender

Two new SOPs to be written, one detailing what to do if a member of staff is potentially exposed to a blood born virus, and one regarding the employment of staff with a blood born virus.

Groups that this business case, SOP, SIP, projector service will impact upon *															
Race		Gender		Sexual Orientation		Age		Disability		Religion/ Belief		Other		All	
+	-	+	-	+	-	+	-	+	-	+	-	+	-	+	-
✓	<input type="checkbox"/>	✓	✓	<input type="checkbox"/>	<input type="checkbox"/>	✓	<input type="checkbox"/>	✓	<input type="checkbox"/>	✓	<input type="checkbox"/>	<input type="checkbox"/>	✓	✓	✓

* This information should be transposed to the front page of the Business case, SOP, SIP, project or service/Procedural document