

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Workforce and Organisational Development

Name of Service/Title of Policy or Strategy, Name of Event:

Safer Manual Handling Policy

Equality Impact Assessment Undertaken by:

R Benton

Service:

Policy:

Event:

Strategy:

Date undertaken:

06/07/22

## Questions

### 1. What are the main aims and purposes of the Policy / Service / Event or Strategy?

To comply with Health and safety legislation that states that employers take reasonable measures to safeguard employees. This will be done by providing manual handling training to the workforce, raising awareness of risks in relation to manual handling and reducing risks to create safe working practices.

### 2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)

All Staff whether directly or indirectly employed by the Trust

### 3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?

The Health and Safety Executive (HSE) website provides further information and resources for managing the risks associated with manual handling

<http://www.hse.gov.uk/healthservices/>

- Manual Handling Operation Regulations 1992, updated 2002
- Management of Health and Safety at Work Regulations, 1992
- The Human Rights Act 1998
- Provision and Use of Work Equipment Regulations, 1998 (PUWER)
- Lifting Operations and Lifting Equipment Regulations, 1998 (LOLER)

- Back Care (2011) The Guide to handling people (6th edition).
- Health and Safety at Work Act 1974
- Hignett et al (2003) Evidence Based Patient Handling

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
<b>Age</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of gender.
<b>Disability</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of disability.
<b>Gender reassignment</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of gender.
<b>Marriage and civil partnership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of relationships.
<b>Pregnancy and maternity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of pregnancy and maternity.
<b>Race</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of race.
<b>Religion or belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of religion or belief.
<b>Sex</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of gender.
<b>Sexual Orientation</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of sexual orientation.
<b>Disadvantaged groups</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The policy is consistent in its approach regardless of disadvantaged groups..

#### 4. What positive impacts are there for this policy / service / event or strategy to better

**meet the needs of people with protected characteristics?**

The policy is about meeting individual needs and risk assessing . Reasonable adjustments can be implemented where needed.

**5. What action would be needed to ensure the policy / service / event or strategy overcomes:**

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

All the policy overcomes negative impacts with individualised assessments.

The policy has with individualised assessment on every person, ensure there is no exclusion

**6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:**

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
Equality and Diversity Training		Local Managers		
Manual Handling Risk Assessment Training		Local Managers		

**7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Policy for the Development and Management of Procedural Documents.**

**For services / events please include the following:**

- How the equality impact of the service will be monitored  
Through IR1's and written enquiries/ emails to the manual handling service.
- Frequency of monitoring  
On going
- How the monitoring results will be used and where they will be published;  
The monitoring results will be shared in the Health Safety and Security Forum.
- Who will be responsible for reviewing monitoring results and initiating further action where required  
Manual Handling Team
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?  
N/A
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.  
On going

**Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.**

Yes  No

[Redacted area]

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

**Name:**

R Benton

**Designation:**

Manual Handling Trainer

**Signature:**

R Benton

**Date:**

06/07/22