

EQUALITY IMPACT ASSESSMENT

Care Group/Corporate Services:

Trust Wide

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

Hoist and Sling for Patient Safer Use Policy

Equality Impact Assessment Undertaken by:

Rachel Benton

Service:

Policy:

Event:

Strategy:

Date undertaken:

25/11/19

Questions

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

To provide guidance to all staff on the legal and operational requirements for examination and maintenance of lifting equipment specified by the Lifting Operations and Lifting Equipment Regulations, 1998 (LOLER) and to set out the arrangements put in place by the Trust to comply with these Regulations.

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

See section 4.

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 contents of this policy apply to any Trust employees (including temporary staff) who in the course of their work may either have to use, or be responsible for the safe storage and maintenance of service user lifting equipment.

Hoist equipment is designated as high risk Medical devices equipment.

For the purpose of this policy lifting equipment is defined as any assessed equipment, attachments or accessories that are used to lift service users.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of age.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of disability
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of gender reassignment
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of marriage and civil partnership.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of pregnancy and maternity.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of race.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of religion or belief.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of sex.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients regardless of sexual orientation.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach to the management of patients 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?

Positive enablement factor across all protected characteristics

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.

Ensure that the policy is effectively publicised and shared.

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)
Implementing the Policy	Audits required on checking safety of equipment for all fields of diversity.	Manual Handling Team	Annually	None

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
IR1s will be monitored to hoisting and associated equipment
- Frequency of monitoring
As the IR1s are reported
- How the monitoring results will be used and where they will be published;
The monitoring will be shared at the Medical Devices Advisory Group Meeting and Health, Safety and Security Meeting.
Annual report will be produced.
- 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

The trends and learning from the Care Groups will be put into the Action Plans.

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

Yes No

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:

08/12/22