



Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

CONTAMINATION OF BLOOD BOURNE VIRUSES

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What is an EIA?

An EIA is an evidence based assessment of how a policy or activity will positively support Gwent Police’s general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people.

The EIA will also outline any steps to redress this.

For ease of reference, within this document the term ‘policy or activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

1.0 Identification section

Title: Contamination by Blood Bourne Viruses

Reference: 518/2 b

Chief Officer Lead: DCC

Service Area: People Services

Document Written by: Occupational Health Manager

Department Responsible: OCC Health

Document Lead: Occupational Health Manager

Review Date: May 2013

2.0 Purpose

Please answer all of the following questions, using guidance information in section 6 to help you with your responses.

2.1 Aims

What are the aims of the policy or activity and how do they fit with the wider aims of the organisation?

Employers have a legal duty to undertake risk assessments and bring into effect measures to protect workers and others that may be exposed to hazards in the workplace. Employees also have a legal responsibility in adhering to these measures so as to protect their own health and safety and that of others affected by their actions.

This procedure outlines the measures to be taken to comply with relevant legislation and reduce the risk of BBV transmission.

2.2 Motivators

What are the motivators or driving forces in the development of this policy or activity?

This procedure is to ensure Police Personnel are aware of the risks attributable to blood borne infections and seek immediate advice if they have any doubts as to whether they may have been contaminated.

2.3 Equality duties

This section outlines if and how this policy or activity helps support Gwent Police's equality duties. Protected characteristics are listed in the Guidance document in sections 3.1 to 3.10.

2.3.1 How does this policy or activity help to eliminate discrimination, harassment and victimisation?

The principle aim of this procedure is to reduce the risk (as far as reasonably practicable) of blood borne virus (BBV) transmission to police personnel by promoting:

- Universal Precautions
- Procedures for dealing with blood/bodily fluid exposures
- Immunisation Programme

- Infection Control Training for new at risk employees

The scope of this procedure includes the risk of exposure to human blood and body fluids. Police personnel will receive information, instruction and training regarding the prevention of BBV transmission and appropriate immunisation advice.

This procedure is applicable to all police personnel and does not adversely impact on any one protected characteristic.

2.3.2 How does this policy or activity help to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?

It treats all police personnel fairly and is aimed at preventing risk to employees.

2.3.3 How does this policy or activity help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?

This is done by the fact that it is not discriminate against any employee and is fair.

3.0 Assessment

This section assesses whether there any aspects of the policy or activity, including how it is delivered, or accessed, that could contribute to inequality or discrimination. Please answer all of the following questions, using guidance information in section 6 to help you with your responses. You should provide evidence in this section for your answers.

3.1 Age

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.2 Disability

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.3 Gender reassignment

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.4 Marriage and civil partnership

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.5 Pregnancy and maternity

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.6 Race

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.7 Religion or belief

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.8 Sex

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.9 Sexual orientation

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

3.10 Welsh Language

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No

4.0 Actions and outcomes

This section lists any actions that will need to be taken in order to address any adverse impact that has been identified. Please complete all the sections below and see the guidance information in section 6 for a more detailed explanation.

4.1 Action Plan

Impact identified: [No adverse impact identified](#)