

Equality Impact Assessment

1. Initial Screening Process

1.1 Title of the policy/procedure/function/service

Moving and Handling Policy

1.2 Directorate/Department

Management Executive, Occupational Health

1.3 Name of the person responsible for this Equality Impact Assessment

Ailsa Hobkinson

1.4 Date of Completion

19th September 2008

1.5 Aims and Purpose of this policy/procedure/function/service

To provide all Chelsea and Westminster employees with guidance upon their legal duty of care with regards to safer moving and handling of loads within the workplace.

1.6 Is this a new or existing policy/procedure/function/service

Existing Policy

1.7 Examination of Available Evidence – Tick evidence used

Census Data for UK

Census Data for London

Census Data for Local Authority Area

Trust Workforce Data

X

Trust Patient Data

National Patients Survey

Trust Patients Survey

Complaints Summaries

Other Internal Research/Survey/Consultation/Audit (please list)

Trust Staff Survey

Occupational Health Data

OLM Training Database and Occupational Health M&H Training Database

Other External Research/Survey/Consultation/Audit (please list)

What is the summary of the available evidence?

The staff survey for 2006 & 2007 has shown that hospital M&H incidence rates are below the national average. There were no significant differences reported in access to H&S (inc M&H) training between gender, disability or ethnic background and similarly, there were no significant differences recorded in the percentage of work related injuries, between gender, disability or ethnic background.

Training is made available to all Trust employees and as moving and handling is a mandatory health and safety subject, all staff must attend. Therefore, there is no individual selection process with regards to attendance which could lead to discriminatory actions against on any specific group. Occupational Health records have highlighted certain areas identified with specific M&H workplace risks, these have been addressed through risk assessment and the provision of additional training when requested, as advised in the Trust's Moving and Handling Policy. Training objectives are tailored to group training needs and include verbal, visual and practical teaching methods to cater for a variety of individual learning techniques.

1.8 Does the evidence indicate that there is, or is the potential to be any significant impact on anyone or any group in relation to the following equality strands?

Strand	Yes/No/Insufficient Data	Justified Yes/No
Ethnicity/Race	No	
Disability	No	
Gender/Sex	No	
Religion/Belief	Insufficient Data	
Sexual Orientation	Insufficient Data	
Age	No	
Human Rights	No	

If further evidence is required to complete this section, take steps to obtain to **before** proceeding with the assessment. If the review of evidence indicates that there is a significant unjustified impact, a Full Equality Impact Assessment must be carried out.

1.9 No further evidence Required. Skip to Section 5. ✓

1.10 Full Equality Impact Assessment required.
Continue to Section 2 below. **Not Required**

5. Monitoring Arrangements

5.1 Describe how the actions put into place to eliminate or reduce any unjustified negative impact will be monitored, including timeframes and accountability.

Training attendance data will be recorded on the Trust's OLM database following each training session. Moving and handling work related incidences, referred to Occupational Health will continue to be logged and monitored on a regular basis.

