



# Equality Impact Assessment Summary

## Summary

Name of Product	Control of Contagious and Infectious Diseases (Hepatitis B and HIV) Policy
Brief Description of Product	Policy to provide information and guidance to help mitigate risks and control of Contagious and Infectious disease. Providing information on where to gain support and advice if exposed.
Product / Product Summary Attached	Yes
Department	Human Resources – Wellbeing
Assessment Writer	[REDACTED]
Date Started	29 <sup>th</sup> November 2021
Head of Dept Sign Off	[REDACTED] – 01/12/2021
EDI Manager Sign Off	[REDACTED] – 30/11/2021
Review Date	November 2024

## Version Control

This is a living document and should be updated as we update our products and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author
1.0	Nov 2021	EIA created as part of policy review	[REDACTED]

**Please ensure you consult the Equality Impact Assessment Guidance while completing this document**

## Stage One – Early Thinking



## Equality Impact Assessment Summary

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our [Equality Consideration Checklist](#).

Is an EIA required at this time?	Yes
If no, what is your rationale?	N/A

### Stage Two – Identify Scope

Please consult the [Equality Impact Assessment Guidance](#) for suggestions as to consider how you might evidence both positive and negative impact. Where possible please provide references or links.

Sources	<p><a href="#">HEPATITIS B IMMUNOGLOBULIN   Drug   BNF content published by NICE</a></p> <p><a href="#">Hepatitis B vaccine - NHS (www.nhs.uk)</a></p> <p><a href="#">Hepatitis B: clinical and public health management - GOV.UK (www.gov.uk)</a></p> <p><a href="#">Changes   About   BNF content published by NICE</a></p> <p><a href="#">HEPATITIS B VACCINE   Drug   BNF content published by NICE</a></p> <p><a href="#">Hepatitis B vaccine - NHS (www.nhs.uk)</a></p> <p><a href="#">Hepatitis B: Pathway stages to protection - GOV.UK (www.gov.uk)</a></p> <p><a href="#">Hepatitis B vaccine   Prescribing information   Hepatitis B   CKS   NICE</a></p> <p><a href="#">HIV and AIDS - NHS (www.nhs.uk)</a></p> <p><a href="#">Hepatitis C - NHS (www.nhs.uk)</a></p> <p><a href="#">What are blood-borne viruses? - Blood borne viruses (BBV) (hse.gov.uk)</a></p>
Consultation	<p><b>Force Medical Advisor</b> – Additional information provided on infection for Hepatitis B and C.</p> <p><b>Vaccination Clinic 3<sup>rd</sup> party providers</b> – Scheduling information provided.</p> <p><b>Category leader in procurement for uniform</b> – confirmation that slash resistant gloves are provided.</p>

## Equality Impact Assessment Summary

Stage Three - Impact	
What potential positive or negative impacts has your research and consultation revealed? Consult the <a href="#">Equality Considerations Checklist</a> for previously identified impacts that may be relevant.	
Age	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
Disability	
Data & Background Information	
<ul style="list-style-type: none"> <li>• This policy covers reduction of risk and stress for staff who need guidance whilst waiting results.</li> <li>• In the last 2 years we have had between 5 and 10 exposure incidents to respond to.</li> <li>• Vaccination Clinics average attendance is currently 50 % of the pre booked appointments attending.</li> <li>• If an individual does have results which confirm infection, then the process would then trigger into other policies to support the individual. This may include but is not limited to; Attendance Management, Limited Duties Policies – these can be located on the Force Intranet.</li> </ul>	
Positive Impacts	Negative Impacts
<p>Offering a range of guidance and services to minimise risk of infection that could lead to long term disability E.g. operation policies and procedures to be followed and offering vaccinations.</p> <p>Vaccination clinics are held every 2 weeks with a pre booked appointment required for vaccination and blood tests.</p>	<p>There will always be a risk of life changing injuries to those in the line of work in Policing. This policy is to minimize and mitigate risks of exposure.</p>
Gender Reassignment	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
Marriage and civil partnership	
Data & Background Information	



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No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
<b>Pregnancy and Maternity</b>	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
<b>Race</b>	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
<b>Religion or Belief</b>	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
<b>Sex</b>	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
<b>Sexual Orientation</b>	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts
N/A	N/A
<b>Other – Please clarify</b>	
Data & Background Information	
No negative or positive impacts noted	
Positive Impacts	Negative Impacts



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N/A	N/A
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Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
N/A		

To be filled in by Head of Department	
Stage Four – Mitigation – Risk Tolerance	
Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here – these should be added to the relevant departmental risk register.	
Impacts we cannot mitigate	N/A
Which Risk Register have these impacts been added to?	N/A

Stage 5 – Sign Off
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Once complete, you must send your completed EIA and the product or product summary to the EDI team at [edi@cleveland.pnn.police.uk](mailto:edi@cleveland.pnn.police.uk)

The team will review your EIA and will either: provide final sign off, OR, return your document with further considerations and recommendations for you to implement.