

NHS Greater Glasgow and Clyde  
Equality Impact Assessment Tool For Frontline Patient Services

It is essential to follow the EQIA Guidance in completing this form

Name of Current Service/Service Development/Service Redesign:

Central Decontamination Unit - Cowlairs

Please tick box to indicate if this is a :      Current Service       Service Development       Service Redesign

Brief description of the above: (Please include if this is part of a Board-wide service or is locally determined).

The Central Decontamination Unit for the Glasgow area is responsible for preparing sterile instruments. This involves the sterilisation of surgical and medical instrumentation. These instruments come from different areas of healthcare including operating theatres, clinics, accident and emergency departments and wards. These tasks include dismantling decontaminated devices, reassembling them and examining them under a microscope or magnifier before they can be sterilised. Once the equipment has been sterilised, it has to be repackaged and appropriately labelled before it is used. Very strict procedures have to be followed to minimise the chances of infection.

Who is the lead reviewer and where based?

Phyllis Watt, Sterile Services Manager, Inverclyde

Please list the staff groupings of all those involved in carrying out this EQIA  
(when non-NHS staff are involved please record their organisation or reason for inclusion):

Supervisor; Assistant Technical Officer; Assistant Production Manager; Maintenance Technician; Driver; Sterile Services Manager; Quality Co-ordinator and Equality and Diversity Assistant.

## Impact Assessment – Equality Categories

Equality Category	Existing Good Practice	Remaining Negative Impact
Gender	<p>The staff were aware of the staff survey and completed the survey.</p> <p>Separate changing facilities are provided for staff.</p> <p>Staff aware of the Family Friendly policies.</p> <p>There is some flexibility with regards to working hours to accommodate staff needs. For example, to allow staff attend the dentist, funerals)</p> <p>Staff survey monitors gender.</p>	<p>Staff felt that some of the questions from the staff survey were not relevant.</p> <p>Not all Decontamination Unit staff have access to NHS Greater Glasgow &amp; Clyde's intranet (Staffnet). Therefore, information is not always readily available.</p> <p>Staff were unsure how they would accommodate an employee who was transitioning from one gender to another.</p>
Ethnicity	<p>It was estimated that approx. 20% of staff may be from ethnic minorities.</p> <p>Eleven staff from the Central Decontamination Unit undertook a pilot course to help them improve their English. (About 10% of staff employed in the unit speak English as a second language).</p> <p>Staff survey monitors ethnicity</p>	<p>No negative impact identified.</p>
Disability	<p>Return to work interviews for sickness/absence are custom and practice.</p> <p>Manager/Supervisor would consult with Occupational Health Department for advice as required.</p> <p>Disabled parking outside the building.</p> <p>Disabled toilets available.</p> <p>Ramp access</p> <p>Training can be accommodated at ground level and at first floor level although there is no lift to first floor training room.</p> <p>Staff survey monitors disability</p>	<p>Unsure if an induction loop is available for training room to assist any deaf people/hard of hearing people who have hearing aids.</p>

Sexual Orientation	Positive attitude to staff regarding adherence to HR policies. Staff survey monitors sexual orientation.	No negative impact identified.
Religion and belief	There is some flexibility in working hours to allow staff to pray at appropriate times in the working day. No issues encountered with staff observing fasting during Ramadan. Uniform worn by staff can easily accommodate the needs of other faith groups if required, e.g. gowns over scrubs can cover arms, covers could go over turbans. Staff survey monitors religion and belief.	Staff were not aware of a multi-faith resource book being available for staff.
Age (Children/Young People/Older People)	Staff aware of phased approach to retirement and that some may opt to work beyond the age of 65. Staff survey monitors age.	No negative impact identified.
Social Class/ Socio-Economic Status	No impact identified.	Staff present unaware if those who used child care facilities were aware of the child care voucher system available to staff.
Additional marginalisation	No impact identified.	No negative impact identified.

Actions	Date for completion	Who is responsible?(initials)
Cross Cutting Actions		

<b>Specific Actions</b>		
Obtain a copy of Multi-faith Resource book Advise staff about child care voucher system Check the availability of induction loops.	March 2009 March 2009 Already in place	Alan Stewart Alan Stewart Alan Stewart

Ongoing 6 Monthly Review    Please write your 6 monthly EQIA review date:

September 2009
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Lead Reviewer:            Name: Phyllis Watt  
 Sign Off:                    Job Title Sterile Services Manager - Inverclyde  
    Signature Phyllis Watt  
    Date: 2.3.2009

Please email copy of the completed EQIA form to [irene.mackenzie@ggc.scot.nhs.uk](mailto:irene.mackenzie@ggc.scot.nhs.uk)

Irene Mackenzie, Corporate Information and Development Manager, Corporate Inequalities Team, NHS Greater Glasgow and Clyde, Dalian House, 350 St Vincent Street, Glasgow, G3 8YZ. Tel: 0141-201-4970