

Equality Impact Assessment

Section A: Assessment	
Name of Policy	LATEX ALLERGY POLICY
Person/persons conducting this assessment with Contact Details	Rachael Daniel – Health and Safety Adviser 02920 746433
Date	30 June 2015

1. The Policy
<p>Is this a new or existing policy?</p> <p>Existing</p>
<p>What is the purpose of the policy?</p> <p>The introduction in 1987 of Universal Blood and Body Fluid Precautions aimed to reduce the risk of transmission between patients and staff of various pathogens, especially viruses. There has subsequently been a great increase in the use of latex gloves by health care workers.</p> <p>As the frequency and duration of the use of latex products has increased, the emergence of various forms of latex sensitivity has been identified as a problem for both staff and patients. This sensitivity can vary from mild contact dermatitis to a severe reaction resulting anaphylactic shock. The Cardiff and Vale University Health Board (the UHB) must ensure that it has arrangements in place for assessing and managing the risks that latex may present in the clinical environment.</p> <p>The UHB has a duty to assess the risk from latex in accordance with the Control of Substances Hazardous to Health Regulations 2002.</p>
<p>How do the aims of the policy fit in with corporate priorities? i.e. Corporate Plan</p> <p>This Policy aims to:</p> <ul style="list-style-type: none"> • Prevent the development of latex allergy • Prevent symptoms due to latex allergy in both staff and patients • Provide an environment where the UHB seeks to minimise the risk from exposure to latex • Management - where latex allergy in patients and staff is suspected or known, control measures will be identified to allow healthcare to be

- provided and continued employment where possible
- Ensure that the UHB complies with the Control of Substances Hazardous to Health Regulations 2002.

It is the responsibility of all Health Board employees to be aware of and adhere to this Policy within the remit of the Health and Safety at Work Act 1974.

This Policy is linked with the following documents:

- Health and Safety Policy
- Control of Substances Hazardous to Health (COSHH) Procedure
- Occupational Health Policy
- Sickness Absence Policy
- Incident, Hazard and Near Miss Reporting Policy

Who will benefit from the policy?

This policy will benefit all staff and patients in ensuring the risk from latex allergy is minimised and where identified safer alternatives are being utilised.

What outcomes are wanted from this policy?

Achieving the objectives of this policy will enable compliance with the legal duties in relation to protection against latex allergy placed on the UHB by the following:-

- Implement actions that will minimise the risk of developing latex allergy;
- Effectively manage latex allergy through the risk assessment process and appropriate control measures.

Are there any factors that might prevent outcomes being achieved? (e.g. Training/practice/culture/human or financial resources)

Contributory factors include:

- Adequate training provision
- Adequate and relevant Risk Assessments
- Safe systems of work
- Non-latex alternatives being available

The outcome of the Policy can be affected detrimentally by any of the above not being in place.

2. Data Collection

What qualitative data do you have about the policy relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?

There was no specific equalities data available.

What quantitative data do you have on the different groups (e.g. findings from discussion groups, information from comparator authorities)?

Data was collected relating to the ethnicity of our staff.

Please indicate the source of the data gathered? (e.g. Concerns/Service/Department/Team/Other)

Reference was made to the Equality Impact Assessment undertaken for the Recruitment and Selection Policy, which had gathered data from the workforce profile of the Cardiff and Vale UHB and information was obtained from NHS Jobs.

What gaps in data have you identified? (Please put actions to address this in your action plan?)

Not applicable.

The following documents were referenced when undertaking this Equality Impact Assessment.

Cardiff and Vale University Health Board, November 2013, *Recruitment and Selection Policy Equality Impact Assessment*,
<http://www.cardiffandvaleuhb.wales.nhs.uk/opendoc/238805>

3. Impact

Please answer the following

Consider the information gathered in section 2 above of this assessment form, comparing monitoring information with census data as appropriate (see www.ons.gov.uk Office National Statistics website) and considering any other earlier research or consultation. You should also look at the guidance in Appendix 1 with regard to the protected characteristics **stating the impact and giving the key reasons for your decision.**

Do you think that the policy impacts on people because of their age?
(This includes children and young people up to 18 and older people)

No

Do you think that the policy impacts on people because of their caring responsibilities?

No

Do you think that the policy impacts on people because of their disability? (This includes Visual impairment, hearing impairment, physically disabled, Learning disability, some mental health issues, HIV positive, multiple sclerosis, cancer, diabetes and epilepsy.)

No
Do you think that the policy impacts on people because of Gender reassignment? (This includes Trans transgender and transvestites)
No
Do you think that the policy impacts on people because of their being married or in a civil partnership?
No
Do you think that the policy impacts on people because of their being pregnant or just having had a baby?
No
Do you think that the policy impacts on people because of their race? (This includes colour, nationality and citizenship or ethnic or national origin such as Gypsy and Traveller Communities.)
No
Do you think that the policy impacts on people because of their religion, belief or non-belief? (Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering impacts)
No
Do you think that the policy impacts on men and woman in different ways?
No
Do you think that the policy impacts on people because of their sexual orientation? (This includes Gay men, heterosexuals, lesbians and bisexuals)
No
Do you think that the policy impacts on people because of their Welsh language?
No
4. Summary.
The policy aims to implement actions that will minimise the risk of latex allergy.
Impact expected to be neutral . The supporting procedure seeks to address any issues regarding language and disability.

5. Report, publication and Review Please record details of the report or file note which records the outcome of the EQIA together with any actions / recommendations being pursued (date, type of report etc)			
Please record details of where and when EQIA results will be published On UHB intranet and internet site			
Please record below when the EQIA will be subject to review. 3 years after approval of policy, or earlier if required by changes to legislation or best practice			
Name of person completing	Rachael Daniel		
Signed			
Date	30th June 2015		
Name of Responsible Executive/Clinical Board Director Authorising Assessment and Action Plan for publication	Abigail Harris Director of Planning		
Signed	<table border="1"> <tr> <td></td> <td>Date</td> </tr> </table>		Date
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