

Equality Impact Assessment

Section A: Assessment	
Name of Policy	SECURITY SERVICES POLICY
Person/persons conducting this assessment with Contact Details	Stephen Pellatt – Operational Security Manager 02920 744080
Date	6 January 2016

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 purpose of the policy is concerned with the provision of safeguards to protect the safety of those who work for the UHB and those using UHB premises and property. It is the intention of the UHB to work towards the reduction and elimination of all security breaches, whether directed at staff, patients, contractors or visitors.</p>
<p>How do the aims of the policy fit in with corporate priorities? i.e. Corporate Plan</p> <p>The protection of patients, staff and visitors will enable the continuation of our core activity, that is, the treatment and care of our patients to be conducted in a safe environment, free from worry or concern over the damaging effect that crime or the threat of violence gives. It will create an atmosphere of care and foster a better-motivated workforce. Additionally, the protection of assets, either corporate or personal will enable resources to be focused into patient care rather than be diverted in the direct and consequential costs of losses incurred by criminal activity.</p> <p>This Policy is linked with the following documents:</p> <ul style="list-style-type: none"> • Health and Safety Policy. • Security Management Framework for NHS in Wales • Fire Safety Policy • Lone Worker Policy • Counter Fraud and Corruption Policy • Equality, Diversity and Human Rights Policy • Major Incident Plan

- ID Badge Policy
- Patients Property 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 security incidents and violence and aggression is minimised.

What outcomes are wanted from this policy?

Achieving the objectives of this policy will:

- Prevention or detection of crime and disorder
- Apprehension and Prosecution of offenders
- Interest of public and employee Health and Safety
- Protection of Public Health
- Protection of NHS property and assets

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

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)?

The standards and guidelines established in the policy are equally applicable to all staff and service users including those with a protected characteristic. It is believed that the implementation of the guidelines within the Security Services Policy will be positive for all groups.

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.

There is no evidence to suggest the Security Services Policy will have any adverse impact on Equality. It is suggested that implementation of the policy will have a positive impact on the safety and wellbeing of UHB staff, patients, contractors and visitors by contributing to a safer environment.

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	Stephen Pellatt		
Signed			
Date	6th January 2016		
Name of Responsible Executive/Clinical Board Director Authorising Assessment and Action Plan for publication	Abigail Harris Director of Planning		
Signed		Date	