

The State Hospital Equality Impact Assessment (EQIA)

You should read the guidance document prior to completing this template.

Please note, the EQIA should be proportionate to the significance and coverage of the policy and should take cognisance of the nature of the environment and patient group.

Step 1: Screening to determine if the policy requires a detailed EQIA

Name of the policy: Radiation Safety Policy		
Directorate: Security, Estates and Resilience		Date: 23/11/2021
Designation(s) of Lead Author(s): Deputy Physical Security Manager		
Strategy <input type="checkbox"/>	Policy <input checked="" type="checkbox"/>	Protocol <input type="checkbox"/> Project <input type="checkbox"/> *Other <input type="checkbox"/>
(*please provide details)		
New <input type="checkbox"/>	update to existing policy <input checked="" type="checkbox"/>	*replacement <input type="checkbox"/>
(*please advise what this policy is replacing)		
1. What are the main aims and outcomes of the policy and how do these fit in with the wider aims of the organisation, legislation and national drivers?		
Aim(s) / Outcome(s)	Wider Aim(s)	
The policy sets out the framework to oversee health and safety relating to all uses of ionising radiation within the State Hospital.	The policy and accompanying procedure supports a robust approach to safeguarding, where reasonably practicable, the safety and wellbeing of all stakeholders who may be exposed to hazards arising from the use of ionising radiation, lasers and non-ionising radiations.	
2. Please identify the scope of the policy		
Forensic Network wide <input type="checkbox"/>	Hospital wide <input checked="" type="checkbox"/>	Service specific <input type="checkbox"/>
Discipline specific <input type="checkbox"/>	*Other <input type="checkbox"/>	
(*please provide details)		
3. Who are the key stakeholders potentially affected by the policy? Will the policy impact on these groups in a positive and/or negative and/or neutral way? Why do you say this?		
Stakeholder(s)	Impact	Rationale
1. Patients	Positive	The policy provides guidance to help prevent an over exposure to radiation with dental x-rays.

<p>2. Staff</p> <p>Staff on a rare occasion holding the film for a dental x-ray</p>	<p>Neutral (baggage scanner)</p> <p>Negative</p>	<p>Baggage scanner does not have direct radiation exposure with people.</p> <p>Staff will wear protective aprons, gloves and PPE.</p>
<p>3. Visitors including professional visitors, patient visitors and contractors.</p>	<p>Neutral</p>	<p>Baggage scanner does not have direct radiation exposure with people.</p>
<p>4. Students</p>	<p>Neutral</p>	<p>Baggage scanner does not have direct radiation exposure with people.</p>
<p>5. Volunteers</p>	<p>Neutral</p>	<p>Baggage scanner does not have direct radiation exposure with people.</p>
<p>4. Have external partners / other relevant stakeholders contributed to this assessment?</p> <p style="text-align: right;">*No</p> <p>* If not, please provide rationale</p> <p>This policy is based on Scottish Government guidelines and is therefore a requirement.</p>		
<p>5. Specifically, in relation to the protected characteristics, please identify whether the policy impacts positively, negatively and / or neutrally on these groups, providing rationale in support of your decision. Please also describe any identified inequality and indicate practice in place which mitigates aspects of the policy contributing to any adverse impact or inequality.</p>		

Protected Characteristic	Positive X	Adverse / Negative X	Neutral X	Identified impact / inequality and rationale, including mitigating practice where appropriate
Age			X	
Disability			X	
Gender			X	
Gender Reassignment			X	
Marriage and Civil Partnership			X	
Pregnancy and Maternity	X			<p>Accompanying procedure highlights the need for pregnant staff / students to remain out with the controlled area.</p> <p>Pregnant staff and students are expected to share information relating to pregnancy which may be impacted by this policy.</p>
Race/Ethnicity		X		<p>Elements of the policy and procedure encompassing patient care, specifically in relation to dentistry require discussions to take place with the patient in terms of safe filming. Patients for whom English is not the first language may have difficulty in understanding instructions. Individually tailored care and treatment plans highlight needs relating to interpretation and translation which supports an inclusive approach to supporting comprehension and assurances relating to informed consent.</p>
Religion and or Belief			X	
Sexual Orientation			x	

6. Thinking about the key stakeholders you have identified in no. 3, please explain how the policy supports the organisation to eliminate any potential unlawful discrimination, harassment and victimisation of these groups, promoting equality of opportunity and fostering good relationships between all stakeholders.

The need to protect the health and wellbeing of all stakeholders is implicit through the content of this policy.

Respecting the needs and relationships between discrete groups of stakeholders supports all stakeholders to understand that, regardless of role, the organisation adopts a robust approach to managing risks relating to individual health sending a clear message around valuing everyone as an individual.

7. Thinking about the key stakeholders you have identified in no. 3, please identify potential inequalities of outcome which may arise in relation to socio-economic disadvantage (low income), including material deprivation.

None identified.

Please discuss with the Service Lead / Director and complete below to indicate this person is in agreement with your findings.

Service Lead / Director Designation: Head of Security, Estates and Resilience

Date: 21/12/21

Then forward this screening document and your policy document to the Person Centred Improvement Lead for approval.

Approved by Person Centred Improvement Lead

Date: 22/12/21

Comments

Feedback incorporated. No requirement for detailed EQIA.

Detailed EQIA required. Please contact Person Centred Improvement Lead for advice / support

Date: / /

Following consultation, this EQIA should be attached to the policy document and included within the paperwork for consideration by the Policy Approval Group (PAG) prior to implementation. If any changes to the EQIA are required as a result of feedback from the consultation, please contact the Person Centred Improvement Lead.

Please note, as policy and EQIA documents are within the public domain, via the Hospital's website (unless identified by the PAG as sensitive information), content should not include the names of any stakeholders and/or include any information which would identify individuals.