

## 1. Introduction and overview

<b>Title of EIA</b>	Respiratory Protective Equipment	<b>ID No. TP/RHS/174</b>	
<b>Team / Department</b>	Physical Health and Infection Control		
<b>Date EIA Screening Started</b>	May 2021	<b>Date EIA Screening Completed</b>	September 2021
<b>What is the focus of this EIA?</b>	Safety Equipment Policy and Procedure		
<b>Brief description of service, policy, strategy, function which this EIA relates to.</b>	Policy and procedure detailing how respiratory protective equipment will be managed within the trust to keep staff safe from respiratory diseases present during certain activities.		

## 2. Impact assessment – Protected Characteristics

***How does your service, policy, strategy or function impact on any of the Equality Act 2010 protected characteristic groups below?***

	Positive	Neutral	Negative	No Impact	Comments
<i>Race</i>	X				Some individuals due to anatomical facial features present in certain ethnicities may experience difficulty in being successfully fit tested for an FFP3. Multiple variants of FFP3 respirators are available to mitigate this and the option of Powered air purifying respirates also exists where FFP respirators are insufficient.  Positive impact through design.
<i>Sex</i>	X				Some individuals due to anatomical facial features present in the female (and some male) populations may experience difficulty in being successfully fit tested for an FFP3. Multiple variants of FFP3 respirators are available to mitigate this and the option of Powered air purifying

	Positive	Neutral	Negative	No Impact	Comments
					respirates also exists where FFP respirators are insufficient.  Positive impact through design.
<i>Gender reassignment</i>	X				Some individuals due to anatomical facial features present in the female (and some male) populations may experience difficulty in being successfully fit tested for an FFP3 - this also is a potential risk for those undergoing a change of gender.  Multiple variants of FFP3 respirators are available to mitigate this and the option of Powered air purifying respirates also exists where FFP respirators are insufficient.  Positive impact through design.
<i>Age</i>				X	No adverse impacts identified.
<i>Religion and belief</i>	X				Where an individual's religion or belief means they wear a beard, this means they are unable to wear FFP's as they require a clean shave to be successfully fitted and protected.  In this instance the staff member will be offered a Powered air purifying respirator if the service identifies they would be required to undertake Aerosol generating procedures or care for Covid+ patients  This is as an alternative to respect their religion and belief whilst ensure they remain protected.  Positive impact through design.
<i>Disability</i>				X	No adverse impacts identified.
<i>Sexual orientation</i>				X	No adverse impacts identified.
<i>Marriage or civil partnership</i>				X	No adverse impacts identified.
<i>Pregnancy and maternity</i>				X	No adverse impacts identified.

### 3. Impact assessment – disadvantaged, inclusion groups and communities

<b><i>How does this service, policy, strategy or function impact on any other disadvantaged or inclusion groups? Please give details.</i></b>
Not applicable.

**How does this service, policy or function impact on deprivation and socio-economic disadvantage of local communities? Please give details.**

Not Applicable.

#### 4. Health inequalities

**How will the initiative help to reduce health inequalities for any specific groups and communities?**

Not Applicable.

#### 5. Engagement

	Yes	No	Don't know	Comments
<b>Has there been any engagement activity relating to this service, policy, strategy or function?</b>	X			Professional policy forum approvals processes include engagement from representative forums.
<b>Does there need to be any further engagement?</b>  <b>If yes, add this as an action to the Action plan below</b>		X		

#### 6. Extended EIA

<b>Is an Extended Due Regard EIA required?</b> <b><u>Give details</u></b>	No
No full EIA is required, all identified impacts mitigated through design and due to other measures that can be implemented for some of the protected characteristics this results in a positive impact for those individuals.	

#### 7. Actions

Record your Screening EIA assessment concerns and actions below

	Concerns	Action	Lead Person	Deadline
1				
2				
3				