

# INITIAL Equality Impact Assessment (EIA) FORM

Name of policy / process / service / other	Healthcare Waste Management Policy	Date applicable	2 <sup>nd</sup> August 2019
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Responsible Staff Member: Paul Graham

EIA Assessor/s:

Directorate: Estates & Facilities

## 1. FIELD / SUBJECT

Function     Policy     Procedure / practice     Service     Strategy     Document (if joint, state with whom)

Describe the main aim, objectives and intended outcomes of the above:

This policy defines the focus and methodologies adopted by the Trust for the management and disposal of waste materials across all Trust operations.

## 2. ASSESSMENT OF POSSIBLE ADVERSE IMPACT AGAINST ANY MINORITY GROUP

	Could the policy / service / function / other in section 1 have a <b>significant negative impact</b> on equality in relation to each area below?	Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	<b>Age</b>		✓	
2	<b>Sex</b> (Male and Female)		✓	
3	<b>Disability</b> (Learning Difficulties / Physical or Sensory Disability)		✓	
4	<b>Race</b> or Ethnicity		✓	
5	<b>Religion and Belief</b>		✓	
6	<b>Sexual Orientation</b> (gay, lesbian or heterosexual)		✓	
7	<b>Pregnancy and Maternity</b>		✓	
8	<b>Gender Reassignment</b> (the process of transitioning from one gender to another)		✓	
9	<b>Marriage and Civil Partnership</b>		✓	

## 3. POSITIVE IMPACT

	Could the policy / practice / service / other have a <b>significant positive impact</b> on equality by reducing inequalities that already exist? Explain how will it meet our duty to:	Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	Promote <b>equal opportunities</b>		✓	
2	Get rid of <b>discrimination</b>		✓	
3	Get rid of <b>harassment</b>		✓	

4	Promote <b>good community relations</b>		✓	
5	Promote <b>positive attitudes</b> towards disabled people		✓	
6	Encourage <b>participation</b> by disabled people		✓	
7	Consider <b>more favourable treatment</b> of disabled people		✓	
8	Promote and protect <b>human rights</b>		✓	

#### 4. SUMMARY

On the basis of the information/evidence/consideration so far, do you believe that the policy / practice / service / other will have a positive or negative adverse impact on equality?

POSITIVE			NEGATIVE			
High	Medium	Low	✓ Nil	Low	Medium	High

Date Assessment completed: 2 <sup>nd</sup> August 2019	Is a <u>full</u> Equality Impact Assessment required? NO
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#### COMPLETED BY

Name	Paul Graham		
Job Title	Utilities, Waste & Sustainability Manager		
Date	2 <sup>nd</sup> August 2019	Contact number/s 0208 934 2003	
Head of Service	Paul Humphries		

#### THIS EIA HAS BEEN APPROVED BY THE MANAGER / HEAD OF SERVICE

Name	Paul Humphries		
Job Title	Deputy Director of Estates & Facilities		
Date	02.08.2019	Contact number/s	