

Display Screen Equipment Policy HR-033

Version Number:	V.6.2
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Executive Lead (name & job title):	Peter Beckwith - Executive Director of Finance
Name of approving body:	EMT
Date full policy approved:	May 2017 (v6.0)
Date Ratified at Trust Board:	May 2017
Next Full Review date:	February 2026

<i>Minor amendments made prior to full review date above (see appended document control sheet for details)</i>	
<i>Date approved by Lead Director:</i>	<i>EMT – 27 March 2023</i>
<i>Date EMT as approving body notified for information:</i>	<i>March 2023</i>

Policies should be accessed via the Trust intranet to ensure the current version is used

Contents

1. INTRODUCTION.....	3
2. SCOPE	3
3. POLICY STATEMENT.....	3
4. DUTIES & RESPONSIBILITIES	4
5. PROCEDURES.....	5
5.1. New employees:.....	5
5.2. Existing employees:	6
6. EQUALITY & DIVERSITY.....	6
7. DISSEMINATION AND IMPLEMENTATION	6
8. MONITORING & AUDIT	7
9. REFERENCES/EVIDENCE/GLOSSARY/DEFINITIONS	7
Appendix A – Vision Screening Form	8
Appendix B – Voucher Scheme.....	10
Appendix C – Mandatory Training	11
Appendix D – Trouble Shooting.....	12
Appendix E – Use of Laptop	13
Appendix F – Workstation Self-Assessment	14
Appendix G - Document Control Sheet.....	17
Appendix H – Equality Impact Assessment (EIA).....	18

1. INTRODUCTION

The Display Screen Equipment (DSE) Regulations 1992 came into force on the 1st January 1993 and were amended in 2002. The regulations state minimum health and safety requirements for employers to implement for employees who work with display screen equipment on a habitual basis.

Display screen equipment, includes:

- Keyboard or other input device, relevant software and any optional accessories
- Any disk drive, telephone, modem, printer, document holder or other peripheral item
- Any work chair, desk or work surface

A workstation assessment also needs to include the immediate work environment.

To reflect the change from traditional work environments/ways of working to 'hot-desking', mobile working and working from home, consideration is needed to ensure that these alternate styles of working do not put the individual at greater risk from:

- Work related upper limb disorders (WRULD's)
- Stress/physical fatigue
- Visual fatigue
- Backache
- Headache

The primary aim is to prevent as far as reasonably practicable adverse health effects to the employee from working with display screen equipment., whether working in an office, alternate area or home.

2. SCOPE

'An employee who habitually uses display screen equipment as a significant part of his normal work' is the HSE'S definition of a 'user' of a computer. 'Habitual' is defined as "more or less continual use" and, where use is less frequent', where the following criteria apply:

- The individual depends on display screen equipment to carry out the job.
- They have no discretion as to the use of the equipment.
- They need significant training and/or skills to do the job.
- They normally use DSE for continuous spells of an hour or more at a time.
- They use DSE in this way daily.
- There is a fast transfer of information between the user and the screen.
- There is a high level of concentration required.

3. POLICY STATEMENT

The Health and Safety Executive has published the DSE Regulations designed to eliminate or reduce risks to health. This document sets out the Trust's protocol for the implementation of these Regulations, which aims:

- To ensure workstations meet minimum legal requirements for equipment and work environment, whether in an office or working from home.

- To ensure training is provided in healthy and safe working practices and in the use of equipment.
- To identify those employees who identify that working with a computer is having an adverse effect upon their health and to provide an appropriate intervention.
- To identify those DSE users for whom vision screening is required.
- Support managers in ensuring all new employees complete a self-assessment questionnaire.

4. DUTIES & RESPONSIBILITIES

Chief Executive

The Chief Executive is ultimately responsible for the content of all policies and their implementation.

Executive Directors

To ensure that this policy is acted on through policy dissemination and implementation in collaboration with senior managers.

Senior Managers and Managers

Ensure all staff within their area of responsibility are informed about the contents of this and other associated policies and procedures and apply this policy and procedure in a fair and equitable manner. To comply with this policy and ensure any employment related concern is investigated and resolved as quickly as is reasonably possible.

Managers: Will

- Identify who are DSE users within their teams.
- Ensure new DSE users have carried out a self-assessment within one month of commencement of employment and that after any changes in workstation the user completes a new self-assessment questionnaire. (As workers may not have their own workstation, but may be required to 'hot desk', it is particularly important that training is attended as the skills learned will need to be transferable.). They may also need to complete more than one form if working at more than one workstation.
- Ensure, wherever practicable, the users themselves will be able to control their workroutine.
- Ensure that all staff attend the mandatory DSE training at the commencement of employment with a refresher period of no more than 3 years thereafter.
- Ensure that all workstations are assessed to comply with the Regulations and that necessary action is identified and implemented, and to bear the cost of any change/new equipment necessary to meet the Regulations.
- Liaise with Information Services in respect of software purchased to ensure its suitability.
- Ensure the workload allows a break away from DSE use of at least 5 minutes every hour.

Occupational Health Department: Will

- Identify all new users at pre-employment from job profile.
- Identify existing DSE users in conjunction with Managers.
- At health screening appointment provide the user with self-assessment questionnaire if they have not completed one and record this action on form e.g., VDU visionscreening.
- At this appointment also ensure screening form to identify those needing vision screening is completed (Appendix A).
- If a health screening is not required, then self-assessment and vision screening form will be sent to the employee to complete when in post.
- Send out information-gathering forms to those existing DSE users to identify if repeat vision-screening is required (Appendix A).

- Send e-mail response to each employee who has completed the information gathering form acknowledging this action and outlining advice regarding the prevention of the development of visual fatigue/strain.
- Repeat screening will be undertaken at three yearly intervals for those who wear glasses/contact lenses, and five yearly for those who do not (unless a different frequency is clinically indicated).
- Maintain suitable records and an effective recall system.
- Users who require glasses for computer use **only** are entitled to a contribution from the Trust towards the cost of the glasses. The cost of the eye test may also be refunded. Further advice can be obtained from the Occupational Health Department (Appendix B).
- Assessment and provision of advice on individual cases where it is identified to the Occupational Health Department that there is concern about health in relation to DSE use or DSE use affecting health, as a management or employee referral. (If a referral to an optician is clinically indicated, then the Occupational Health Department will cover the cost of this test).
- Give advice arising from an employee who has identified a concern after carrying out a workstation assessment.
- Visit an employee at their place of work to assess workstation(s) and give advice as required

Employees: Will

- Conduct self-assessment for DSE use within one month of commencing employment and refer any problems to their manager (Appendix E). (If, because of 'hot-desking', they have more than one workstation then they may need to complete more than one form).
- Attend mandatory training at commencement of employment and a refresher no more than 3 years thereafter.
- Complete form about VDU vision screening.
- Attend appointment for vision screening when called by Occupational Health if a need for screening is identified from the form.
- Report any adverse ill health effects to their manager and Occupational Health Department, whether the source is their own workstation, or as a result of 'hot-desking, mobile working or working from home.

Facilities Department: Will

- Rectify any environmental problems including heating, lighting, ventilation, humidity, noise and position of electrical sockets.
- Liaise with the Risk Management Advisor regarding the position of data points, sockets and lighting for new builds and refurbishment.

Human Resources Department: Will

- Ensure that all new employees identified by the manager as DSE users have a self-assessment questionnaire included in their 'welcome pack'.

5. PROCEDURES

5.1. New employees:

- Managers will identify on the workplace health questionnaire who is a DSE user.
- At subsequent health screening appointment with Occupational Health the DSE Regulations are explained and the relevance in relation to the workplace. It is established that they have completed a self-assessment questionnaire (Appendix F) either received in their 'welcome pack' from HR, or from their manager.

- When the self-assessment form is completed, it is then placed within the employee's personal file. However, should any issues be highlighted regarding their workstation and this cannot be corrected by advice on the form, or with the assistance of the manager then it is advised that the employee contact Occupational Health to visit and carry out a workstation assessment.
- Upon completion of a workstation assessment a summary of this may be put in writing for the manager, particularly if funding is requested for new equipment; this may include items for home computer and/or means to transportation of laptop and associated equipment for mobile and/or home working.
- At the health screening appointment, it is also established, in line with DSE Regulations, that the employee has had an optician's test within a specified time limit (3 years if wearer of corrective lenses, 5 years if not). If the employee has not attended their optician, then basic vision screening will be offered within the department.
- The employee should attend mandatory training as early in their employment as is possible.

5.2. Existing employees:

- Should attend mandatory training every 3 years.
- Will be sent an information-gathering form (Appendix A) from Occupational Health every 3 years if they wear glasses/contact lenses, or 5 years if vision is not corrected. The purpose of this form is to establish:
 - i) Whether there are any perceived health issues in relation to computer use. If this is so, the person will be sent via e-mail an advice letter depending upon the information shared inviting them to contact the department or contacted by telephone to gain further information and give appropriate advice. A visit to the workplace will be arranged if this is deemed necessary.
 - ii) Whether the person has attended their optician within the previous 3 years if wearing glasses/lenses, or 5 years if not. If the employee has not attended, then an appointment will be made at Occupational Health for vision screening in line with the DSE Regulations.

A self-assessment questionnaire should be completed again if there are any relevant changes to an employee's work area.

6. EQUALITY & DIVERSITY

An Equality and Diversity Impact Assessment has been carried out on this document using the Trust approved EIA (appendix H).

7. DISSEMINATION AND IMPLEMENTATION

This policy will be disseminated by the method described in the Document Control Policy.

The DSE Regulations Training is included with all other mandatory Health and Safety courses and is carried out by a nominated member of the Training Team.

The above information is also reinforced to all new starters via the Trust's Induction Day.

8. MONITORING & AUDIT

Methods of monitoring:

- Reporting of physical health issues/requests for advice by DSE users to the department.
- Recording of requests for physiotherapy referral- numbers, type of ill-health effect, location.
- Request for workstation assessment by user/manager.
- Training department attendance figures for mandatory DSE training.
- Health and Safety Risk Management data via adverse incident forms.

9. REFERENCES/EVIDENCE/GLOSSARY/DEFINITIONS

Health and Safety Executive. (2003) Work with display screen equipment. Health and Safety (Display Screen Equipment Regulations 1992 as amended by the Health and Safety (Miscellaneous Amendments) Regulations 2002. Guidance on Regulations. HSE Books.

Health and Safety Executive (2003) The Law on VDUs: An easy guide. HSE Books

DSE Eye Screening

Name..... Date of Birth.....

Job Title.....

Base.....

Contact Telephone Number.....

Email Address

Managers Name and Base.....

In order for us to determine whether you require an eye screening appointment for display screen equipment (DSE) use - as per DSE Regulations 1992 (as amended in 2002), it is important that you complete, sign and date the following and return it to the Occupational Health Department.

A DSE user is defined as someone who:

- uses display screen equipment in a concentrated manner for more than an hour at any one time daily
- transfers information to and from the screen quickly frequently throughout the day
- needs to apply high levels of concentration during display screen usage
- is highly dependent on visual display equipment
- has little choice or discretion about using visual display equipment
- needs training to a significant degree to obtain the required results

Please circle as appropriate

- I am a DSE user Yes / No
- Do you wear glasses/contact lenses: Yes / No
- If **Yes:** have you had an eye test with your optician within the last 3 years Yes / No
Date of last eye test.....
- If **No:** have you had an eye test with your optician within the last 5 years Yes / No
Date of last eye test.....
- I can see the DSE screen clearly whilst adopting a comfortable posture Yes / No

Do you **currently, frequently and regularly** during your working week, suffer any of the following associated **ONLY** with DSE use:

Headaches Yes / No

- Eye strain / visual fatigue Yes / No
(symptoms including blurred vision, double vision, eye soreness)

Please describe below:

.....
Or any other eye problem you feel is associated with DSE use.....

On receipt of this form, it will be identified if you require a DSE eye screening appointment. If you do not require an appointment, we will contact you again in 3 years if you wear corrective lenses and 5 years if you do not.

Don't forget to complete your display screen equipment self-assessment form if you have made significant changes to your workstation, and once complete, give it to your line manager. The self-assessment form can be found as a download on the Occupational Health page using the following link:

<https://intranet.humber.nhs.uk/occupational-health.htm>

Employee signature.....Date.....

FOR OCCUPATIONAL HEALTH USE ONLY. INDICATE WHEN COMPLETED

Telephone contact Face to face contact Outcome letter sent to client

DSE completed DSE appointment required

Workstation self-assessment form given Workplace Visit required

Email letter 1 Email letter 2 Email letter 3 Email letter 4 Email letter 5

Recall: 3year 5 year No recall

OH Clinician Name..... Signature

Designation..... Band.....

Date..... Time

Entered on Cority:

Additional Notes:
.....
.....
.....

Please return the completed form to the address below

Humber Teaching NHS Foundation Trust
Occupational Health Department
Skidby House
Willerby Hill Business Park
Beverley Road
Willerby HU10 6ED

Appendix B – Voucher Scheme

VOUCHER SCHEME

If a problem is identified with the intermediate vision i.e. DSE vision, the Trust is obliged to make a contribution towards the cost of the glasses. The amount is dependent on the individual prescription.

Managers are encouraged to refer employees making a request for a full eyesight test to the Occupational health department, in the first instance, for a vision screening test to be carried out for comparative analysis.

REQUESTS FOR PAYMENT TOWARDS LENSES

A copy of the prescription and a receipt should be sent to the Occupational Health Department for settlement.

Appendix C – Mandatory Training

MANDATORY TRAINING

For DSE Users: 1 hour programme (Refresher period no later than 3 years)

Staff members who are defined as ‘users’ under the DSE Regulations (see definition under ‘Scope’) are required to attend the mandatory training provided by the Trust.

New employees should attend the first available course after commencement of employment.

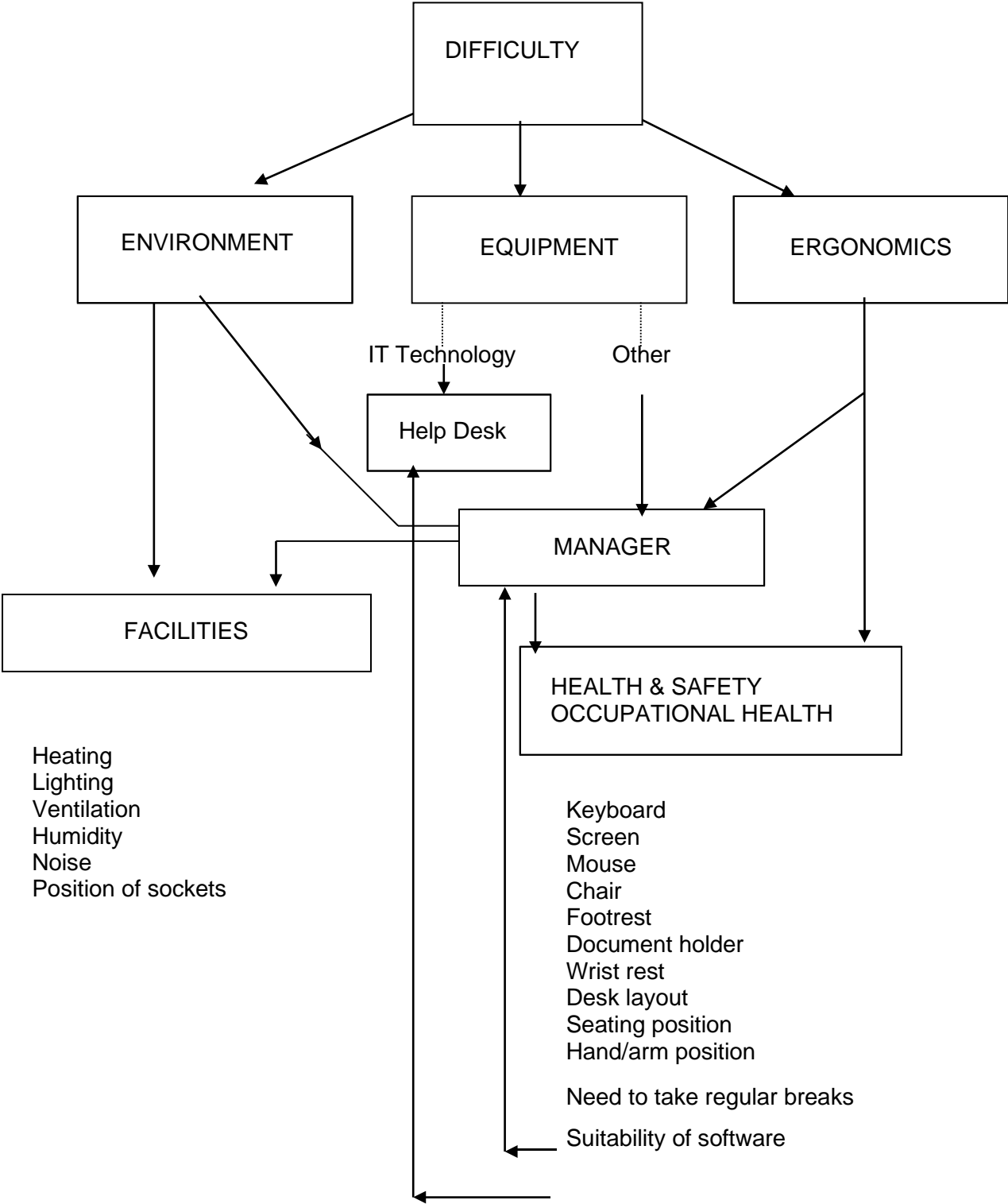
Course content will include:

- Background to the Legislation
- The requirements of the workstation assessment covering the equipment environment and ergonomics.
- Health risks and their avoidance associated with DSE use including the reporting of incidents.
- Safe use of laptop computers

Appendix D – Trouble Shooting

TROUBLE SHOOTING!

If problems are encountered following the assessment, this guide will indicate from whom advice can be sought.



Appendix E – Use of Laptop

THE USE OF LAPTOP COMPUTERS

The use of laptop computers on a continuous basis is not advisable if the full size equipment is available due to the inherent ergonomic risks.

If the laptop keyboard is to be used, more frequent breaks/changes of activity will be necessary.

'Converting' the laptop to the dimensions of a PC via either the use of a docking station or use of a separate keyboard, mouse and raise to reduce the risks associated with poor posture.

There should be sufficient space at the front of the keyboard to rest the wrists, a wrist rest may provide comfort and support.

Laptops should be used on a firm, stable surface to enable them to be used at the correct height (not a coffee table).

Carrying laptops, together with other equipment can create manual handling risks. For further advice contact the Manual Handling Advisor via the Occupational Health Department.

Safety needs to be considered when transporting portable equipment due to the increased risk of theft.

Appendix F – Workstation Self-Assessment

WORKSTATION SELF ASSESSMENT

PLEASE READ BEFORE STARTING SELF ASSESSMENT

You only need to fill this form in if you are a habitual computer user i.e., use a computer continuously for one hour or more a day usually daily

The purpose of the Display Screen Equipment Regulations is to safeguard the employee by ensuring the environment is comfortable and efficient and it suits you and your job as required by Health and Safety Legislation.

Work through the assessment questionnaire checklist and ensure everything is properly positioned and adjusted. If you find a problem, **refer to the recommendation boxes and see if you can fix it yourself** by making simple adjustments.

If you find a problem which cannot be fixed by simple adjustment, write it down on this form and discuss it with your manager. If you think your health is being adversely affected by your computer use (i.e., if you are experiencing headaches, eyestrain, discomfort in hand/wrist/forearm, numbness, pins and needles) or if you have a health problem that makes computer use difficult, please contact Occupational Health

It is your responsibility to report any symptoms that persist for more than 3 days.

Please Note: DSE Regulation training is available and your attendance at it is identified through risk assessment at your PDR with your manager.

Surname: _____ First Name: _____
 DOB: _____ Date: _____
 Department: _____ Location: _____
 Tel No: _____ Manager: _____

RECOMMENDATIONS FOR OFFICE FURNITURE

- ❖ The desk should be a minimum 80 cm in depth.
- ❖ The chair should be stable and should be sufficiently adjustable to allow the user to achieve free movement and a comfortable position.
- ❖ Feet should be flat on the floor or use a footrest if needed.
- ❖ A height-adjustable document holder may help to reduce awkward and repetitive head/neck movement.



OFFICE FURNITURE

- | | Y | N |
|---|-----------------------|-----------------------|
| 1 Have you adjusted your chair to be comfortable and supportive? | <input type="radio"/> | <input type="radio"/> |
| 2 Is your workstation large enough for documents/holder/monitor/keyboard? | <input type="radio"/> | <input type="radio"/> |
| 3 Are your feet flat on the floor, or supported by a footrest? | <input type="radio"/> | <input type="radio"/> |
| 4 Are you comfortable whilst sitting at your desk? | <input type="radio"/> | <input type="radio"/> |

RECOMMENDATIONS FOR COMPUTER SCREEN

- ❖ Ensure screen surface is clean.
- ❖ Place the screen at a comfortable reading distance (should be approximately 18-24" away from you).
- ❖ The screen should be directly in front if you read it most of the time or to the side if you refer to it occasionally. You must always sit straight to the screen, never twisted to one side.

- ❖ Ensure the keyboard is in line with the screen and you can do your main task without excessive twisting.
- ❖ Text should be large enough to read easily, if not consider changing the size of the font.
- ❖ Adjust brightness/contrast of screen so that characters are readable.
- ❖ The screen should be free from glare and/or reflection - use of blinds may be beneficial.



DISPLAY SCREEN

	Y	N
5 Are your head and neck in a comfortable position when viewing the screen?	<input type="radio"/>	<input type="radio"/>
6 Are the characters on the screen readable?	<input type="radio"/>	<input type="radio"/>
7 Is the image free from flicker and movement? If no inform your manager - IT may be able to help	<input type="radio"/>	<input type="radio"/>
8 Are the brightness/contrast buttons appropriately adjustable?	<input type="radio"/>	<input type="radio"/>
9 Is the screen free from glare and reflections?	<input type="radio"/>	<input type="radio"/>

RECOMMENDATIONS FOR KEYBOARD & MOUSE

- ❖ It is recommended that wrists are straight; this may be helped by the use of a wrist support, which will also provide support for the forearm.
- ❖ Minimum distance between desk edge and front of keyboard – 5 cm
- ❖ Do not grip the mouse
- ❖ Mouse mats with gel mounds for wrist support may be of benefit.
- ❖ When not using it, remove your hand completely from the mouse
- ❖ Position your mouse so that it is close to your body to keep correct alignment of the shoulder
- ❖ If you have a shoulder problem, use of a keyboard with separate number pad may help.

KEYBOARD & MOUSE

	Y	N
10 Are your forearms horizontal and wrists straight when typing?	<input type="radio"/>	<input type="radio"/>
11 Do you have enough space in front of the keyboard for a wrist rest or to rest your hands?	<input type="radio"/>	<input type="radio"/>
12 Are the characters on the keys readable?	<input type="radio"/>	<input type="radio"/>
13 Does your mouse feel comfortable in your hand?	<input type="radio"/>	<input type="radio"/>
14 Do you experience any physical difficulties or discomfort using a mouse?	<input type="radio"/>	<input type="radio"/>
15 When using the mouse are your wrists and shoulder in a comfortable position close to the side of your body?	<input type="radio"/>	<input type="radio"/>

RECOMMENDATIONS FOR LAPTOP USE

- ❖ Portable DSE equipment such as laptops and notebook computers are subject to the DSE Regulations. Advice for use with such equipment is as below.
- ❖ There may be inherent ergonomic disadvantages of using portable DSE equipment. Use of a docking station or a laptop converter kit may reduce these problems.
- ❖ When using portable equipment more frequent breaks and/or changes of activity are required than when using conventional PC.
- ❖ Consider the manual handling aspects of your laptop use to reduce risk, such as using a backpack for transportation.
- ❖ Think safety: remember the risk of theft from your person or when the laptop is unattended.

LAPTOP

Y N

16 If you use a laptop, are you free from upper limb, neck, lower back or other Musculo- skeletal discomfort?

O O

WORK PATTERN

Y N

17 Does your work pattern and pace of work allow regular change in posture and time away from the VDU?

O O

RECOMMENDATIONS FOR SOFTWARE

❖ The software should be suitable for the task and the user adequately trained in its use.

SOFTWARE

Y N

18 Are you able to use the software on your computer and does it meet your needs at work?

O O

RECOMMENDATIONS FOR ENVIRONMENT

- ❖ Consider reorganising the office layout and check for obstructions. Space is needed to move and stretch.
- ❖ Users should be able to control light levels, eg by adjusting window blinds or light switches.
- ❖ Consider moving sources of noise, such as printers away from the user
- ❖ Can heating be better controlled? Circulate fresh air as possible.

ENVIRONMENT

Y N

19 Is there enough room to change position and vary movement?

O O

20 Is the lighting suitable?

O O

21 Are levels of noise comfortable?

O O

22 Are levels of heat comfortable?

O O

Signature: _____ Date: _____

If you have answered no to any of these questions you should bring these to the attention of your manager. You and your manager should identify solutions and repeat this self-assessment again. Completed self-assessment form should be returned to your manager and placed in your personal file.

Sources of advice / support are available from

- Back Care Advisor Tel: (01482) 389333 / 389335
- Occupational Health Department Tel: (01482) 389333 / 389335
- Health & Safety Advisor/Risk Specialist Tel: (01482) 389245

References: *The Law on VDUs: An easy Guide: Making sure your office complies with the Health and Safety (Display Screen Equipment Regulations) 1992 (as amended in 2002) VDU Workstation checklist* HSE Books 2003

Appendix G - Document Control Sheet

Document Type	Policy - Display Screen Equipment Policy		
Document Purpose	The primary aim is to prevent as far as reasonably practicable adverse health effects to the employee from working with display screen equipment., whether working in an office, alternate area or home.		
Consultation/ Peer Review:	Date:	Group / Individual	
<i>list in right hand columns consultation groups and dates -></i>			
Approving Committee:	EMT	Date of Approval:	27 March 2023
Ratified at:	Trust Board	Date of Ratification:	March 2023
Training Needs Analysis: <i>(please indicate training required and the timescale for providing assurance to the approving committee that this has been delivered)</i>		Financial Resource Impact	
Equality Impact Assessment undertaken?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/> Rationale:
Publication and Dissemination	Intranet <input checked="" type="checkbox"/>	Internet <input type="checkbox"/>	Staff Email <input checked="" type="checkbox"/>
Master version held by:	Author <input type="checkbox"/>	HealthAssure <input checked="" type="checkbox"/>	
Implementation:	<i>Describe implementation plans below - to be delivered by the Author:</i>		
	<ul style="list-style-type: none"> • . • . • . 		
Monitoring and Compliance:			

Document Change History:			
<i>Version Number / Name of procedural document this supersedes</i>	<i>Type of Change i.e. Review / Legislation</i>	<i>Date</i>	<i>Details of Change and approving group or Executive Lead (if done outside of the formal revision process)</i>
5.0		18/2/16	Reviewed and updated to include mobile working
6.0	Reviewed	31/5/17	Major review Approved EMT May 2017
6.1	Reviewed	April-20	Reviewed no changes made Approved April 2020
6.2	Reviewed	Mar 23	Author reassigned from Occupational Health Manager to Safety & PPE Logistics Manager. Approved at EMT (27 March 2023).

Appendix H – Equality Impact Assessment (EIA)

For strategies, policies, procedures, processes, guidelines, protocols, tenders, services

1. Document or Process or Service Name: **Display Screen Equipment Policy**
2. EIA Reviewer (name, job title, base and contact details): **Catrina Hughes**
3. Is it a **Policy**, Strategy, Procedure, Process, Tender, Service or Other? **Policy**

Main Aims of the Document, Process or Service		
To set out the requirements that must be met for approval, ratification and dissemination of all Humber Teaching FT policies.		
Please indicate in the table that follows whether the document or process has the potential to impact adversely, intentionally or unwittingly on the equality target groups contained in the pro forma		
Equality Target Group	Is the document or process likely to have a potential or actual differential impact with regards to the equality target groups listed?	How have you arrived at the equality impact score? who have you consulted with what have they said what information or data have you used where are the gaps in your analysis how will your document/process or service promote equality and diversity good practice
Age Disability Sex Marriage/Civil Partnership Pregnancy/Maternity Race Religion/Belief Sexual Orientation Gender re-assignment	Equality Impact Score Low = Little or No evidence or concern (Green) Medium = some evidence or concern (Amber) High = significant evidence or concern (Red)	

Equality Target Group	Definitions	Equality Impact Score	Evidence to support Equality Impact Score
Age	Including specific ages and age groups: Older people, Young people, Children, Early years	Low	There is no evidence that this equality group is negatively affected by the policy.
Disability	Where the impairment has a substantial and long term adverse effect on the ability of the person to carry out their day to day activities: Sensory, Physical, Learning, Mental Health (and including cancer, HIV, multiple sclerosis)	Low	There is no evidence that this equality group is negatively affected by the policy.
Sex	Men/Male, Women/Female	Low	There is no evidence that this equality group is negatively affected by the policy.
Married/Civil Partnership		Low	There is no evidence that this equality group is negatively affected by the policy.
Pregnancy/ Maternity		Low	There is no evidence that this equality group is negatively affected by the policy.
Race	Colour, Nationality, Ethnic/national origins	Low	There is no evidence that this equality group is negatively affected by the policy.
Religion or Belief	All Religions Including lack of religion or belief and where belief includes any religious or philosophical belief	Low	There is no evidence that this equality group is negatively affected by the policy.
Sexual Orientation	Lesbian, Gay Men, Bisexual	Low	There is no evidence that this equality group is negatively affected by the policy.
Gender Re-assignment	Where people are proposing to undergo, or have undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attribute of sex	Low	There is no evidence that this equality group is negatively affected by the policy.

Summary

Please describe the main points/actions arising from your assessment that supports your decision above

There is no evidence of potentially negative effect on groups in the categories above. No issues have been identified within Occupational Health of any of the above groups facing difficulty in assessment, diagnosis and treatment with occupational dermatosis including identification of a latex allergy.

EIA Reviewer	Catrina Hughes, Occupational Health Manager		
Date completed;	February 2023	Signature	C Hughes