

## Equality Impact Assessment Test for Relevance

### Race, Religion/Belief, Disability, Gender, Age and Sexual Orientation

#### Uniform and Dress Code Policy

1. What are you trying to achieve in this policy and how does it support the aims and objectives of the Trust?

(Write short notes to explain the policy/service)

To ensure a common approach to issues relating to dress, expecting that staff look smart and professional, whilst supporting health and safety regulations pertaining to infection control and manual handling regulations.

The PCT considers the way employees dress and their appearance is of significant in portraying a professional image to patients, visitors, clients and colleagues.

2. Which population groups the service/policy/function is intended to benefit and how? What do you know about the target group in terms of their age, ethnicity, sexual orientation, gender, disability and religion?

This policy is intended to benefit all employees by providing a clear framework on dress and uniform.

Our workforce is largely female, white-British and predominantly over-40 and non-disabled.

We do not currently monitor by religion or sexual orientation.

3. Related policy areas that may be affected by changes in this service/policy/function

Infection control policy, equality and diversity policy, health and safety, manual handling, inclement weather policy

4. Are other organisations involved in delivering the policy, service or function? If so, which? How do you ensure that these organisations adhere to the Trust's Equality and Diversity policies?

No, hence not applicable

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#### Question 1 - Screening

For each of the six equality categories, ask the questions in the table below:  
Please answer Yes or No to the following questions

| Question   | Age | Disability | Race | Religion and Belief | Gender | Sexual Orientation |
|--|-----|------------|------|---------------------|--------|--------------------|
| Do different groups have different needs, experiences, issues and priorities in relation to the proposed policy?   | No  | No         | Yes  | Yes                 | Yes    | No                 |
| Is there potential for or evidence that the proposed policy will not promote good relations between different groups?  | No  | No         | Yes  | Yes                 | Yes    | No                 |
| Is there potential for or evidence that the proposed policy will affect different population groups differently (including possibly discriminating against certain groups)?  | No  | No         | No   | Yes                 | No     | No                 |
| Is there public concern (including media, academic, voluntary or sector specific interest) in the policy area about actual, perceived or potential discrimination against a particular population group or groups? | No  | No         | No   | Yes                 | No     | No                 |
| Is there evidence that there are health inequalities within certain groups which may be exacerbated or ameliorated by this policy or service?  | No  | No         | No   | No                  | No     | No                 |

**If the answer to any of the above is “yes” you will need to carry out an equality assessment in the relevant equality area(s).**

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**Question 2 - Why have you come to these conclusions?**

(Write short notes to explain why you have drawn your conclusions including any evidence (of whatever type) that you have to support your assessment).

There is the potential for the policy to discriminate, albeit with justification, on the basis of race and of religion/belief as certain forms of cultural or religious dress may not be acceptable for reasons of health and safety or of infection control.

There is also potential for discrimination or harassment of transgendered people if they request the uniform of their chosen gender – this is, of course, unacceptable.

**Based on the information set out above, I have decided that an equality impact assessment is necessary.**

Signed:

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Job title:

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Directorate/Service area:

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Date .....

**Copy of the completed form should be sent to:**

- 1) Your Director
- 2) Head of Corporate Affairs  
Cross O'Cliff  
Bracebridge Heath  
Lincoln  
LN4 2HN  
Email: [public.involvement@lpct.nhs.uk](mailto:public.involvement@lpct.nhs.uk)