

AssessmentNo	321	Owner	sstewart3	
Resource	HSCP		Service/Establishment	Joint
	First Name	Surname	Job title	
Head Officer	Shona	Stewart	Senior Support Worker	
	(include job titles/organisation)			
Members	Claire McCallum, Service Manager, Learning Disabilities, Dumbarton Day Centre, HSCP Anne Floyd, Senior Support Worker, Learning Disabilities, Community Connections, HSCP			
	<i>(Please note: the word 'policy' is used as shorthand for strategy policy function or financial decision)</i>			
Policy Title	DELIVERY OF MANUAL HANDLING TRAINING			
	The aim, objective, purpose and intended out come of policy			
	To deliver mandatory and statutory training to staff within the Learning Disability Service To comply with Manual Handling legislation and meet necessary deadlines To enable safe and effective service delivery to people with learning disabilities			
	Service/Partners/Stakeholders/service users involved in the development and/or implementation of policy.			
	Comm & Contracts; Estates; Learning Disability Staff; Learning Disability Service Users; Health & Safety; Care Inspectorate; Trade Unions			
Does the proposals involve the procurement of any goods or services?			No	
If yes please confirm that you have contacted our procurement services to discuss your requirements.			No	
SCREENING				
<i>You must indicate if there is any relevance to the four areas</i>				
Duty to eliminate discrimination (E), advance equal opportunities (A) or foster good relations (F)			Yes	
Relevance to Human Rights (HR)			Yes	
Relevance to Health Impacts (H)			Yes	
Relevance to Social Economic Impacts (SE)			Yes	
Who will be affected by this policy?				
All staff and people who use the Learning Disability Service				
Who will be/has been involved in the consultation process?				
Learning Disability staff team, including Management Team; Trade Unions; Strategic Lead; Health & Safety; Strategic Admin Assistant				
Please outline any particular need/barriers which equality groups may have in relation to this policy list evidence you are using to support this and whether there is any negative impact on particular groups.				
	Needs	Evidence	Impact	
Age				
Cross Cutting	We must deliver training in an accessible fashion that meets the needs of learning disability	Staff from Dumbarton Centre, Community Connections and Housing Support are	Staff able to continue providing essential service to service users and meet legal requirements.	

	staff team and to work effectively and safely in line with Manual Handling legislation	about to come to the end of the legal timeframe for refresher training in Manual Handling .	
Disability	<p>We have a legal duty to provide skilled and trained staff to deliver safe and effective manual handling of objects and people. We have an anticipatory duty to provide care and support for people with a learning/physical disabilities which have been assessed as requiring this service, so it is an unmet need if this is not provided. This client group require to have routine and planned daily activities to meet their needs being supported by staff either in the building, community or their home environment. Training suitable for staff with additional needs, accessible materials will be provided</p>	<p>Staff will be unable to meet assessed care and support needs of service users if the service does not provide mandatory training within appropriate timeframe</p>	<p>Training provision will enable all staff to continue to meet requirements of their job profile and deliver safe and effective manual handling care provision to meet assessed needs of service users. Accessible training materials available for hearing or visual impaired staff</p>
Social & Economic Impact	<p>Staff require training in order to perform their professional role. Carers and services users rely on staff being able to provide moving and assistance tasks</p>	<p>Staff require provision of mandatory Manual Handling Training</p>	<p>Service users needs would not be met without availability of trained to staff to meet their needs impacting on services users and carers/families.</p>
Sex			
Gender Reassign	<p>Suitable facilities must be available for all</p>	<p>Gender neutral toilets available and clearly signed</p>	<p>All individual needs will be accommodated</p>
Health	<p>Service users require support by trained staff to meet</p>	<p>To continue to provide an effective service to meet</p>	<p>Social Care service will continue to be delivered with</p>

	their health and personal care needs	service users health needs staff require appropriate training	provision of training to staff in Manual Handling and a safe and effective manner in line with legislation
Human Rights	The people we support have the right to access those services for which they have been assessed	Service users have the right to expect safe moving and assistance support by trained staff adhering Human Rights legislation	Have no access to trained staff would increase pressure on parents and carers to cope adding risk to those being looked after, service users Human Rights will be affected
Marriage & Civil Partnership			
Pregnancy & Maternity			
Race	Some staff may require interpretation and translation service	Language barriers can have a negative impact on access and understanding or training	Communicating Effectively Guidance will be followed throughout delivery of training
Religion and Belief			
Sexual Orientation			

Actions

Policy has a negative impact on an equality group, but is still to be implemented, please provide justification for this.

Training was previously delivered by external organisation who are currently unable to provide training due to Covid-19 pandemic resulting in staff at risk of lapsing in Manual Handling training and not meeting legislative requirements

Will the impact of the policy be monitored and reported on an ongoing bases?

Delivery and effectiveness of training and this policy will be continually evaluated and audited throughout the training by trainers and internal auditor and updated where appropriate

Q7 What is your recommendation for this policy?

Pilot

Please provide a meaningful summary of how you have reached the recommendation

Training will support equality and inclusion and have positive impacts. Training for staff in Manual Handling has been interrupted and prevented since March 2019 due to the Covid-19 pandemic. Previous external providers continue to be unable to provide this resource. Senior management and line management identified and evidenced the required need to train 6 staff in Manual Handling Training for Trainers to enable them to deliver certificated training to learning disability staff team. This adheres to mandatory and legislative training requirements and ensure continuous service delivery within West Dunbartonshire Council Learning Disability Service.