

Security Policy

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| Author | Governance Manager, NHS North of England Commissioning Support Unit |
| Reference No | CO17 |
| <p>Policy Validity Statement</p> <p>This policy is due for review on the date shown above. The policy will remain valid, but must be reviewed within each 3 year period.</p> <p>Policy users should ensure that they are consulting the currently valid version of the documentation.</p> | |

Version Control

| Version | Release Date | Author | Update comments |
|---------|----------------|-----------|---|
| V1 | 1 April 2013 | | Policy adopted by Clinical Commissioning Group (CCG) as part of policy suite developed by NECS. |
| V1.1 | 13 May 2014 | Lee Crowe | Review and refresh |
| V2.0 | 14 August 2014 | Lee Crowe | To be completed once approved |
| V3 | 12 July 2017 | Lee Crowe | Reviewed in line with expiration date minimal amendments made to grammar only as no changes to legislation. |
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Approval

| Role | Name | Date |
|-------------------------------|---------------|----------------|
| Governance and Risk Committee | Simon Gregory | 14 August 2014 |
| Governance and Risk Committee | Simon Gregory | 12 July 2017 |
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Review

This document will be reviewed every 3 years from the date of issue. The policy will remain valid during its review period..

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1. Introduction

For the purposes of this policy NHS South Tees Clinical Commissioning Group will be referred to as 'the CCG'.

The Clinical Commissioning Group (CCG) aspires to the highest standards of corporate behaviour and clinical competence, to ensure that safe, fair and equitable procedures are applied to all organisational transactions, including relationships with patients, their carers, public, staff, stakeholders and the use of public resources. In order to provide clear and consistent guidance, the CCG will develop documents to fulfil all statutory, organisational and best practice requirements and support the principles of equal opportunity for all.

The CCG is committed to promoting and improving security for all of its staff, patients and visitors. The CCG aims to provide and maintain a calm, pleasant and secure working environment, where patients, visitors and staff are confident of their personal safety and the security of their property, buildings and equipment are safeguarded. Whilst the CCG recognises that it would be impossible to prevent every security incident it will provide resources to assist in handling such matters.

All CCG employees have a responsibility to ensure that security measures and procedures are observed at all times. Managers of the CCG should take a leading role in promoting and developing a security conscious culture.

1.1 Status

This policy is a corporate policy.

1.2 Purpose and scope

The CCG is committed to promoting and improving the security of its premises/assets and the safety of staff, patients and visitors to the CCG. The CCG will do its utmost to safeguard against crime and against loss or damage to property and equipment.

The CCG recognises and accepts its responsibility to provide a safe and healthy workplace and working environment for all employees and for those using its premises as required by the Health and Safety at Work etc. Act 1974.

Security is the responsibility of all staff in not only safeguarding their own wellbeing and personal property but also that of visitors and CCG property. The primary objectives of security management are:

- the prevention of violent or aggressive behaviour towards CCG staff, patients, clients and visitors
- the protection of life from malicious criminal activity or other hazards
- the protection of premises and assets against fraud, theft and damage
- the smooth and uninterrupted delivery of health care

- the detection and reporting of suspected offenders committing offences against patients, clients, staff, property or private property within CCG premises
- the education of all staff in proactive security and general security awareness

Security management can be defined as an environment where the risks to people and property are minimised from any actions that may lead to personal injury, threat to life or the disruption of the business activity of the CCG.

Effective security management is linked to other policy areas, including but not limited to counter fraud, the management of violence and aggression and lone working.

2. Definitions

The following terms are used in this document:

CCG – Clinical Commissioning Group

NHS – National Health Service

LSMS – Local Security Management Specialist

2.1 Designated Manager for Security

The Designated Manager for Security within the CCG is the Chief Finance Officer.

3. Security Policy

3.1 Responsibilities of CCG managers

All managers in the CCG are responsible for security within their work area. Managers are required to assess security risks as part of the general assessments for their department/service, develop action plans and implement security measures.

Managers' responsibilities are summarised in section 8, below.

3.2 Responsibilities of all employees

All employees, whether permanent, temporary or working through an agency or other third party, are responsible for acquainting themselves with this policy, following the guidance contained in it and complying with all security measures in their department.

Employee responsibilities are summarised in section 4, below.

3.3 CCG Premises

Following risk assessment, managers are required to ensure security of premises.

- Unlocking and locking of premises
- Responding to violent, aggressive or abusive behaviour.
- Access to CCG premises including staff identification badges.
- Lone working/ personal safety.
- Relevant arrangements for contractors to access premises as required.

3.4 Access Fobs

Access fobs will be given to staff when joining the CCG, if possible. When staff leave CCG employment, all fobs should be returned to the Manager and deactivated.

Fobs should not be swapped or given to unauthorised personnel at any time. Lost or missing fobs should be reported immediately via the CCG incident reporting system.

3.5 Identification Badges

ID Badges are issued to all staff on commencement of employment. ID badges must be worn at all times whilst on CCG premises or business. Persons not wearing an ID badge should be challenged and asked to identify themselves.

When staff leave CCG employment, all ID badges should be returned to the Manager and destroyed. If an ID badge is lost or stolen this must be reported to the Manager and reported via the CCG incident reporting system.

3.6 Visitors / Contractors

All visitors/contractors are to be signed in and out of CCG premises and issued with a visitor pass, which must be displayed at all times whilst on CCG premises. For security reasons all visitors must be escorted to and from their destination within CCG buildings.

3.7 CCG Property/assets

Where appropriate, items should be placed on an asset register. Managers should review CCG property held by their department on a regular basis to ensure that all items are securely managed.

All managers and staff should take all reasonable steps to safeguard CCG property whilst it is in their care. It is an offence for members of staff to remove property belonging to the CCG without prior authority from their line manager or the custodian of the equipment. Failure to seek authority could result in disciplinary action or criminal proceedings being taken.

3.8 Personal Property

Staff should be aware that the CCG cannot accept liability for loss or damage to staff property brought onto its premises.

Staff are advised to take adequate precautions to ensure the safety of their possessions and not bring valuables to work. Where storage has been provided for personal use, the individual to whom it is allocated will be responsible for ensuring it is locked.

Staff must report any loss of, or damage to, their belongings and co-operate in any consequent inquiry into the loss or damage. If private property has been stolen then it is the owner's and not the CCG's responsibility to report the matter to the Police. This should be after notifying a line manager and reporting the incident. Any reference number assigned should also be recorded on the incident log.

3.9 Security of Information - Confidentiality

All safeguards should be taken by staff that handle, receive and use confidential patient/personal information. It is essential that all staff taking up employment with the CCG understand and follow the CCG's confidentiality policy. The relevant CCG information governance policies should be referred and adhered to..

3.10 Security of Motor Vehicles

The CCG cannot accept liability for any private motor vehicle or its contents when they are parked on a CCG site or when the car is being used by an employee on CCG business.

3.11 Lease Cars

In the event of an incident or accident involving a lease car, the employee must notify their manager and the lease car management company in accordance with the lease car policy issued to them.

3.12 Prevention of violence to staff

The CCG has a duty to provide a safe and secure environment for all employees and visitors as well as delivering care and treatment to patients and has a zero tolerance approach to violence or abusive behaviour. The CCG takes a very serious view of violence, abuse and aggression at work and recognises its responsibility to protect employees and others who may be subjected to any acts of violence, abuse or aggression whether or not the act results in physical or non-physical assault and whether carried out by members of the public, patients, relatives or by members of staff. Violent or abusive behaviour will not be tolerated and decisive action will be taken by the CCG to protect staff, patients and visitors.

Please refer to the relevant Violence, Aggression and Abuse Policy.

3.13 Bomb Threats and the law

The vast majority of bomb threats are hoaxes. Making such malicious calls is an offence contrary to *Section 51 of the Criminal Law Act 1977* and should always be reported to the police. Any member of staff receiving such a call should seek the immediate advice of the most senior manager available.

3.14 Reporting of Security Incidents

All staff have a responsibility to report all crimes and breaches of security and should refer to the relevant Incident Reporting and Management Policy.

Reporting falls into the following categories:

- **Assault or abuse of a staff member or visitor:** All incidents of assault or abuse must be reported through the CCG incident reporting system and should be reported as soon as practical after the incident. Staff incidents should be dealt with in line with NHS protocols regarding violence and aggression against staff. All physical assaults to staff should be reported by the Manager through the Incident Reporting System system. Visitors, patients and staff should always be asked if they wish the police to be involved.

- Where a **security incident or crime is in progress** staff safety is paramount therefore staff should go to a place of safety and it should be reported immediately to the Police and the senior manager on site. An incident must be logged onto the Incident reporting system as soon as possible after the incident and passed on as per CCG incident reporting policy.
- Where a **criminal incident is discovered after the fact** and the time of the offence is not known, the incident should be reported on the CCG system as soon as the crime is discovered and then passed on as per the incident reporting policy. The manager should then inform the police, e.g. it may be necessary to obtain a police reference number for insurance purposes etc
- Where a security incident involved the **theft of patient identifiable information** this must immediately be reported to the Caldicott Guardian; SIRO and Head of Governance. Any theft or loss of data storage e.g. computer, laptop etc should all be reported in this way as well as via the incident reporting system. Also incidents where systems are suspected of being compromised should be reported to the SIRO and Head of Governance. Staff should refer to relevant CCG policy.
- All cases of **suspected fraud or corruption** should be notified immediately to the Chief Finance Officer who will then give advice or arrange investigation of the incident, in accordance with the CCG Prime Financial Policies.

3.14 PREVENT Duty

The CCG should have due regard to compliance with the requirements of the PREVENT Duty guidance for England and Wales. With regards to security management this will include:

- Ensuring that if there are concerns around rooms or buildings being used for radicalisation/terrorism that these are reported immediately within the CCG who will then inform the CSU health and safety team for further guidance via necsu.healthandsafety@nhs.net
- Ensuring staff know which personnel to contact if there are concerns relating to the use of the building this will include contact details for Governance Manager H&S who has responsibility for Security within the CCG premises and to also ensure Prevent Referral Pathway followed if applicable.
- Ensure staff have received Prevent training as per Prevent Policy and that staff, as a result of training report issues to relevant managers for escalation relating to terrorism and radicalisation.
- Have an identified Prevent Lead.

4. Duties and Responsibilities

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| <p>Council of Members</p> | <p>The Council of Members has delegated responsibility to the Governing Body (GB) for setting the strategic context in which organisational process documents are developed, and for establishing a scheme of governance for the formal review and approval of such documents.</p> |
| <p>Governance and Risk Committee</p> | <p>The Governance and Risk Committee has delegated responsibility from to the Governing Body (GB) to review and approve policies on its behalf. for setting the strategic context in which organisational process documents are developed, and for establishing a scheme of governance for the formal review and approval of such documents. The Governance and Risk Committee has responsibility for monitoring compliance with the Moving and Handling policy. It will receive reports on fire safety performance and will ensure that any issues of significant risk are actioned appropriately.</p> |
| <p>Chief Officer</p> | <p>The Chief Officer, as Accountable Officer, has overall responsibility for the strategic direction and operational management, including ensuring that CCG process documents comply with all legal, statutory and good practice guidance requirements.</p> <p>The responsibilities of the Chief Officer are discharged through the Nominated Executive for Health and Safety.</p> <p>They will ensure that:</p> <ul style="list-style-type: none"> • the CCG complies with all statutory obligations in relation to health and safety. • mechanisms are in place to effectively monitor performance on behalf of the Governing Body and that they are fully implemented. • the Governing Body and appropriate committees are informed and advised regarding action needed on any significant health and safety event and actual or potential risk. • the establishment and maintenance of an effective health and safety advisory service to the CCG through the appointment and/or training of adequate numbers of Competent Persons. • the availability of adequate health and safety training programmes for all levels of staff. • adequate resources are made available to ensure compliance with statutory health and safety obligations. |

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| | <ul style="list-style-type: none"> • update and review with the Health and Safety team the Health and Safety Policy in accordance with the Health and Safety at Work etc. Act 1974 and the associated regulations issued by the Health and Safety Executive. • the appropriate committees function in accordance with statutory and mandatory health and safety regulations. • so far as is reasonably practicable that all Managers are aware of their responsibilities. • a management system exists for reporting and investigating incidents. • health, safety and welfare performance is measured, strategic targets set and progress monitored and reviewed. • adequate provision for health and safety is included in any service level agreements/contracts. |
| <p>All Managers</p> | <p>All Executives, Managers and Supervisory Staff are responsible for the adherence and monitoring compliance with this policy. In particular they shall ensure:</p> <ul style="list-style-type: none"> • Arrangements are in place to ensure the security of premises and assets and the safety of staff, patients and visitors taking all preventative measures to safeguard people and property (including occupied but not owned by the CCG). • That risk assessments are in place and where significant security risks exist local procedures are in place to minimise or reduce the impact. • That staff are aware of local and CCG security procedures and the results of risk assessments by effective training and communication. • Security arrangements are reviewed following incidents and ensure necessary changes in procedures are implemented. • Disciplinary procedures are initiated for staff who breach security arrangements. • That all criminal activities are reported to the Police and that all security incidents are reported and safeguards are completed. • That all staff are briefed with regard to their own personal security and local procedures, and are supported to attend security training. • That all staff are issued with staff identification badges (ID badges). • That work areas under their control are operated in accordance with this policy and any associated procedures. |

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| | <ul style="list-style-type: none"> • That all breaches of security arrangements are investigated and reported immediately in accordance with laid down procedures. • That all staff on leaving the CCG return their ID badges, keys and electronic passes. • That rules with regard to confidential paperwork are adhered to. • That advice is sought, as appropriate, from the LSMS and others where there is any doubt as to the standards that are to be applied in adhering to this policy. • That arrangements are in place to summon the Chief Officer or appointed deputy directly in the event of any serious incident occurring in the area under their control. • That official visitors/contractors are issued with the relevant visitor badge and this is monitored to ensure they are carried at all times when on CCG premises. • That all security incidents are recorded using the CCG's incident reporting system. • That a response is made at the earliest opportunity to any request from employees for advice on security concerns. • That appropriate support is given to staff involved in any security related incident. |
| <p>All Staff</p> | <p>All staff, including temporary and agency staff, are responsible for:</p> <ul style="list-style-type: none"> • Compliance with relevant process documents. Failure to comply may result in disciplinary action being taken. • Co-operating with the development and implementation of policies and procedures as part of their normal duties and responsibilities. • Identifying the need for a change in policy or procedure as a result of becoming aware of changes in practice, changes to statutory requirements, revised professional or clinical standards and local/national directives, and advising their line manager accordingly. • Identifying training needs in respect of policies and procedures and bringing them to the attention of their line manager. • Attending training / awareness sessions when provided. <p>All employees have a duty to co-operate with the implementation of this policy. In particular it should be ensured:</p> |

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| | <ul style="list-style-type: none"> • That they are vigilant and responsible in the workplace, bringing to the attention of their immediate manager, as appropriate, any suspicious activity they observe on CCG premises. • That they attend, or carry out appropriate security training or education. • That they co-operate with managers to achieve the aims of the security policy, highlighting any identified risks. • That they complete incident report forms for all security related incidents. • That they wear their staff identification badges at all times. • That they report immediately to their departmental manager any loss of or malicious damage to their own property. |
| CSU Staff | <p>Whilst working on behalf of the CCG, CSU staff will be expected to comply with all policies, procedures and expected standards of behaviour within the CCG, however they will continue to be governed by all policies and procedures of their employing organisation.</p> |

5. Implementation

- 5.1 This policy will be available to all staff for use in the circumstances described on the title page.
- 5.2 All managers are responsible for ensuring that relevant staff within the CCG have read and understood this document and are competent to carry out their duties in accordance with the procedures described.

6. Training Implications

It has been determined that there are no specific training requirements associated with this policy/procedure.

7. Related Documents

7.1 Other related policy documents

- Violence, Aggression and Abuse Policy
- Health, Safety and Wellbeing Strategy

7.2 Legislation and statutory requirements

- Health and Safety Executive (1974) *Health and Safety at Work etc Act 1974*. London HSE.

8. Monitoring, Review and Archiving

8.1 Monitoring

The Chief Officer will oversee, on behalf of the Governing Body, a method for monitoring the dissemination and implementation of this policy.

8.2 Review

8.2.1 The Governing Body will ensure that this policy document is reviewed in accordance with the timescale specified at the time of approval. No policy or procedure will remain operational for a period exceeding three years without a review taking place.

8.2.2 Staff who become aware of any change, including legislative changes, which may affect a policy should advise their line manager as soon as possible. The Governing Body will then consider the need to review the policy or procedure outside of the agreed timescale for revision.

8.2.3 For ease of reference for reviewers or approval bodies, changes should be noted in the 'version control' table on the second page of this document.

8.3 Archiving

The Governing Body will ensure that archived copies of superseded policy documents are retained in accordance with Records Management: NHS Code of Practice 2009.

9. Equality Impact Assessment



Introduction - Equality Impact Assessment

An Equality Impact Assessment (EIA) is a process of analysing a new or existing service, policy or process. The aim is to identify what is the (likely) effect of implementation for different groups within the community (including patients, public and staff).

We need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

This is the law. In simple terms it means thinking about how some people might be excluded from what we are offering.

The way in which we organise things, or the assumptions we make, may mean that they cannot join in or if they do, it will not really work for them.

It's good practice to think of all reasons why people may be excluded, not just the ones covered by the law. Think about people who may be suffering from socio-economic deprivation or the challenges facing carers for example.

This will not only ensure legal compliance, but also help to ensure that services best support the healthcare needs of the local population.

Think of it as simply providing great customer service to everyone.

As a manager or someone who is involved in a service, policy, or process development, you are required to complete an Equality Impact Assessment using this toolkit.

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| Policy | A written statement of intent describing the broad approach or course of action the Trust is taking with a particular service or issue. |
| Service | A system or organisation that provides for a public need. |
| Process | Any of a group of related actions contributing to a larger action. |



STEP 1 - EVIDENCE GATHERING

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| Name of person completing EIA: | Lee Crowe |
| Title of service/policy/process: | Security Policy |
| Existing: <input checked="" type="checkbox"/> New/proposed: <input type="checkbox"/> Changed: <input type="checkbox"/> | |
| What are the intended outcomes of this policy/service/process? Include outline of objectives and aims | |
| The aim of the policy is to ensure CCG considers Health and Safety along with its other business objectives and to ensure that the CCG follows the details stipulated within H&S Regulations. | |
| Who will be affected by this policy/service /process? (please tick) | |
| <input type="checkbox"/> Consultants <input type="checkbox"/> Nurses <input type="checkbox"/> Doctors <input checked="" type="checkbox"/> Staff members <input type="checkbox"/> Patients <input type="checkbox"/> Public <input type="checkbox"/> Other | |
| If other please state: | |
| <hr/> | |
| What is your source of feedback/existing evidence? (please tick) | |
| <input type="checkbox"/> National Reports <input type="checkbox"/> Internal Audits <input type="checkbox"/> Patient Surveys <input type="checkbox"/> Staff Surveys <input type="checkbox"/> Complaints/Incidents <input type="checkbox"/> Focus Groups <input type="checkbox"/> Stakeholder groups <input type="checkbox"/> Previous EIAs <input checked="" type="checkbox"/> Other | |
| If other please state: | |
| <ul style="list-style-type: none"> • Health and Safety at Work Act • Management of Health and Safety at Work Regulations • Health and Safety Guidance HSG65 • Feedback from CCG staff and regular service line meetings between NECS/CCG. | |

| Evidence | What does it tell me? (about the existing service/policy/process? Is there anything suggest there may be challenges when designing something new?) |
|--|---|
| National Reports | Not applicable |
| Patient Surveys | Policy has no impact on patients |
| Staff Surveys | Staff Survey's to include questions around H&S |
| Complaints and Incidents | This policy will ensure that systems are in place should there be any complaints received or Incidents regarding Health and Safety and that the CCG has robust systems in place around H&S Management |
| Results of consultations with different stakeholder groups – staff/local community groups | Only applicable to staff within CCG |
| Focus Groups | Only applicable to staff within CCG |
| Other evidence (please describe) | |



STEP 2 - IMPACT ASSESSMENT

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| What impact will the new policy/system/process have on the following: (Please refer to the 'EIA Impact Questions to Ask' document for reference) |
| Age A person belonging to a particular age |
| The Policy will ensure that individuals of all ages are considered in relation to Health and Safety tasks. |
| Disability A person who has a physical or mental impairment, which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities |
| This Policy has a positive impact on any staff who have a physical/Mental impairment by considering their needs regarding H&S and the subsequent policies and procedures that underpin the Health and Safety Strategy. |
| Gender reassignment (including transgender) Medical term for what transgender people often call gender-confirmation surgery; surgery to bring the primary and secondary sex characteristics of a transgender person's body into alignment with his or her internal self perception. |
| As far as we are aware there are no members of staff to whom this applies. Should there be a member of staff undergoing gender reassignment/transgender the content within the policy does not include vocabulary that should cause offense. |
| Marriage and civil partnership Marriage is defined as a union of a man and a woman (or, in some jurisdictions, two people of the same sex) as partners in a relationship. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters |
| The Policy has no impact on marriage or civil partnership. |
| Pregnancy and maternity Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. |
| The Policy can be accessed by all staff via intranet and policies/procedures are in place which underpin the policy's aims. The CCG also has New and Expectant mothers risk assessment documentation in place to ensure all risks are considered. |
| Race It refers to a group of people defined by their race, colour, and nationality, ethnic or national origins, including travelling communities. |
| There are no requirements for translation within the current staff group should the staff group characteristics change then versions and signage within the CCG in other languages can be obtained. |
| Religion or belief Religion is defined as a particular system of faith and worship but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition. |
| Risk assessments and training can be arranged for staff unavailable due to religious or other reasons. |
| Sex/Gender A man or a woman. |
| There is no discriminations between males and females within the policy |
| Sexual orientation Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes |
| Policy uses appropriate language no additional considerations are required. |
| Carers _A family member or paid helper who regularly looks after a child or a sick, elderly, or disabled person |
| Risk assessments and training can be arranged for those staff that have caring responsibilities and there is also online training which can be accessed whilst working within the CCG or at home. |
| Other identified groups such as deprived socio-economic groups, substance/alcohol abuse and sex workers |
| Other groups have been considered however as the Policy is for staff there are no additional impacts on health inequalities. |



STEP 3 - ENGAGEMENT AND INVOLVEMENT

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| How have you engaged stakeholders in testing the policy or process proposals including the impact on protected characteristics? |
| |
| Please list the stakeholders engaged: |
| Shared policy with Governance Colleagues within CCG. Regular service line meetings with CCG to discuss any H&S issues that arise. |



STEP 4 - METHODS OF COMMUNICATION

What methods of communication do you plan to use to inform service users of the policy?

- Verbal – stakeholder groups/meetings Verbal - Telephone
 Written – Letter Written – Leaflets/guidance booklets
 Email Internet Other

If other please state:

ACCESSIBLE INFORMATION STANDARD

The Accessible Information Standard directs and defines a specific, consistent approach to identifying, recording, flagging, sharing and meeting the information and communication support needs of service users.

Tick to confirm you have you considered an agreed process for:

- Sending out correspondence in alternative formats.
 Sending out correspondence in alternative languages.
 Producing / obtaining information in alternative formats.
 Arranging / booking professional communication support.
 Booking / arranging longer appointments for patients / service users with communication needs.

If any of the above have not been considered, please state the reason:

As this is a staff policy needs have been considered internally and appropriate recommendations made.



STEP 5 - SUMMARY OF POTENTIAL CHALLENGES

Having considered the potential impact on the people accessing the service, policy or process please summarise the areas have been identified as needing action to avoid discrimination.

| Potential Challenge | What problems/issues may this cause? |
|--------------------------------|--|
| 1 Workforce Characteristics | May require other formats such as braille, size of font etc. May also need to consider if face to face training takes place that accessibility of training venues is sufficient. |



STEP 6- ACTION PLAN

| Ref no. | Potential Challenge/ Negative Impact | Protected Group Impacted (Age, Race etc) | Action(s) required | Expected Outcome | Owner | Timescale/ Completion date |
|---------|--------------------------------------|--|---|---|---------------|----------------------------------|
| 1 | Staff unable to access Strategy | Age, Disability | Alternative formats provided if required, font size adjustment. As part of reasonable adjustments on appointment. | All staff can access the policy for reference | CCG/ NECS H&S | On receipt of individual request |

| Ref no. | Who have you consulted with for a solution? (users, other services, etc) | Person/ People to inform | How will you monitor and review whether the action is effective? |
|---------|--|-----------------------------|--|
| 1 | CCG Governance Colleagues | NECS Health and Safety Team | Regular Service Line Meetings |



SIGN OFF

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| Completed by: | Lee Crowe |
| Date: | June 2017 |
| Signed: | |
| Presented to: (appropriate committee) | Governance and Risk Committee |
| Publication date: | July 2017 |