

# EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Service:

Health, Safety and Security

Name of Service/Title of Policy or Strategy, Name of Event:

Health and Safety Policy

Service:

Policy:

Event:

Strategy:

Equality Impact Assessment Undertaken by:

J. Cross

Date undertaken:

30/08/22

## Questions

### 1. What are the main aims and purposes of the Policy / Service / Event or Strategy?

The policy sets out the organisation and arrangements for the management of health and safety in the Trust. It is a legal requirement for the Trust to have a written policy where there are 5 or more employees.

This is a review of the existing Health and Safety Policy.

### 2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)

All staff have roles and responsibilities.

### 3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?

The policy is consistent in its approach regardless of protected characteristics.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of age.
Disability	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of disability.
Gender reassignment	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of gender.
Marriage and civil partnership	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			relationships.
<b>Pregnancy and maternity</b>	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of pregnancy and maternity.
<b>Race</b>	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of race.
<b>Religion or belief</b>	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of religion or belief.
<b>Sex</b>	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of gender.
<b>Sexual Orientation</b>	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of sexual orientation.
<b>Disadvantaged groups</b>	X	<input type="checkbox"/>	The policy is consistent in its approach regardless of disadvantaged groups.

**4. What positive impacts are there for this policy / service / event or strategy to better meet the needs of people with protected characteristics?**

None.

**5. What action would be needed to ensure the policy / service / event or strategy overcomes:**

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

No action is required.

**6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:**

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

**7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Procedural Documents (Development and Management) Policy.**

**Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.**

Yes  No

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

**Name:**

J. Cross

**Designation:**

Health and Safety Lead

**Signature:**

J. Cross

**Date:**

30/08/22