

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Service:

Health, Safety and Security

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

Control of Substances Hazardous to Health (COSHH) Policy

Equality Impact Assessment Undertaken by:

Jill Cross, Health and Safety Lead

Service:

Policy:

Event:

Strategy:

Date undertaken:

16/08/2023

Questions

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

The purpose of this Policy is to provide information and guidance on arrangements for the control of risks associated with the use of hazardous substances at work. The policy intends to ensure that the Trust is legally compliant with the requirements of the COSHH Regulations 2002.

This is a review of the existing COSHH Policy.

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

All managers where hazardous substances are in use are responsible for ensuring that the policy is implemented in their areas of responsibility. Employees must adhere to the requirements of the policy.

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 required to ensure legal compliance with the COSHH Regulations 2002. Compliance with the regulations acknowledges the need to protect groups of employees who may be at increased risk if exposed to hazardous substances. These include young people under 18, pregnant workers, disabled workers and any employees susceptible to certain illnesses such as dermatitis or asthma that could be caused or made worse by exposure to hazardous substances. These will be identified during the risk assessment process.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of age.

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy gives special consideration to individuals with disabilities.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of gender.
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of relationships.
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy gives special consideration to individuals who are pregnant or nursing infants.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of race.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of religion.
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sex.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This policy is consistent in its approach regardless of sexual orientation.
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This 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?

Specific risk assessments for young people under 18, pregnant workers, disabled workers and any employees susceptible to certain illnesses such as dermatitis or asthma that could be caused or made worse by exposure to hazardous substances.

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.

For services / events please include the following:

- How the equality impact of the service will be monitored
- Frequency of monitoring
- How the monitoring results will be used and where they will be published;
- Who will be responsible for reviewing monitoring results and initiating further action where required
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.

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: Jill Cross

Designation: Health and Safety Lead

Signature: *J. Cross*

Date: 16/08/2023