

Equality Impact Assessment: *The Council's Health and Safety at Work Policy*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive – 9 April 2024 Council – 23 April 2024	The Council's Health and Safety at Work Policy	Adoption of Policy	All staff, customers, contractors and councillors.

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This is must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low**

assessment is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).			It is not considered that the policy will have the potential for impact on this protected group(s)
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	Low	The policy will have a positive impact - in that it ensures staff have specialist equipment if needed because of a disability to carry out their roles. Where colleagues have a specific reasonable adjustment we work directly with the individual, to ensure that we are able to identify and remove any negative impact changes to their workspace they may potentially have.
Sex/Gender			It is not considered that the policy will have the potential for impact on this protected group(s)
Gender reassignment			It is not considered that the policy will have the potential for impact on this protected group(s)
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).			It is not considered that the policy will have the potential for impact on this protected group(s)
Sexual orientation (including heterosexual, lesbian, gay, bisexual).			It is not considered that the policy will have the potential for impact on this protected group(s)

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
<p>Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).</p>	<p>Positive</p>	<p>Low</p>	<p>This policy has a positive impact upon those conducting work experience as the policy it ensures that the appropriate risk assessments etc are carried out by managers.</p>
<p>Pregnancy and maternity including new and breast feeding mothers</p>	<p>Positive</p>	<p>Low</p>	<p>This policy has a positive impact on pregnant women - through the policy it ensures that the appropriate risk assessments etc are carried out by managers.</p> <p>This policy promotes that individuals will be supported by Human Resources, Corporate Health & Safety and their line managers during this period to determine any additional requirements. This will be on a case-by-case basis.</p>
<p>Marriage and civil partnership status</p>			<p>It is not considered that the policy will have the potential for impact on this protected group(s)</p>

Actions identified that will mitigate any negative impacts and/or promote inclusion

Officer: Simon Lane

Date: 9 January 2024