

Equality Impact Assessment of:

The revised University Health and Safety Policy Statement

By:

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Project Aim
<i>What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits)</i>
The revision of the University's Health and Safety Policy Statement seeks to ensure that the institution's key statutory h&s policy remains current, appropriate and reflect good practice.

Project Title	3-yearly revision of the H&S Policy Statement
Project Lead	Gareth W. Jones
Project Team	Health and Safety Task Group

What impact does the project, policy or practice have on people that share a protected characteristic? <i>Under the equality duty (set out in the Equality Act 2010), the University must have 'due regard' to the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The protected characteristics covered by the equality duty are:</i>

PUBLIC SECTOR EQUALITY DUTY REQUIREMENTS	DETAIL OF IMPACT (Positive / Neutral / Negative)	EVIDENCE
<p>Eliminating Discrimination</p> <p><i>Is the project, policy or practice likely to treat anyone less favourably or disadvantage them because of their protected characteristics?</i></p> <p><i>Could the project, policy or practice lead to different outcomes for different protected groups?</i></p> <p>Advancing Equality of Opportunity</p> <p><i>Will the needs of staff and students with different protected characteristics be met?</i></p> <p><i>Could the project, policy or practice lead to increased take-up / participation by protected groups?</i></p>		

Based on the above assessment, what course of action is required?	
No major change required <i>The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.</i>	
Make adjustments to remove barriers or to better advance equality <i>Note the adjustments that will be made to remove barriers identified by the assessment or to better advance equality.</i>	As above.
Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality <i>Note the steps that will be taken to reduce or mitigate the adverse impacts.</i>	N/A
Stop and rethink <i>The assessment shows actual or potential unlawful discrimination. Note the action to be taken to stop and / or rethink the project.</i>	

How will the actual impact of the project, policy or practice be monitored once it has been implemented?
Through the University's Health and Safety Task Group and the Health and Safety Committee.

Publication This Equality Impact Assessment will be available on the H&S website
