

Equality Impact Screening (CORPORATE)

1. SUMMARY INFORMATION	
Name of policy / project:	Health & Safety Policy
What is the aim or purpose of the policy / project?	This policy aims to ensure all employees, visitors, contractors, volunteers, members of the public and anyone that may be affected by the undertakings of the Company are protected so far as is reasonably practicable under Health and Safety legislation.
Who is affected by this policy / project?	All employees and member of the general public engaged with the company services or provisions.
Who is responsible developing this policy or delivery of this project?	Corporate Services
Date of Assessment	31.10.15

2. INITIAL SCREENING QUESTIONS – DOES THIS POLICY / PROJECT:	YES	NO
Introduce a new policy or amends an existing policy affecting employees?	Yes	
Involve a change of departmental or Company structure?		No
Involve a reduction or increase in workforce?		No
Change employee's terms and conditions		No
Change employee's working hours?		No
Change employee's work location?		No
Change aspect of employee's physical work environment?	Yes	
Introduces new or amends existing working practices for employees?	Yes	

3. EQUALITY ACT 2010 SCREENING QUESTIONS		
Question	Protected Characteristic	Potential Impact
1. Will this policy or decision impact on each of the groups shown opposite in different or particular ways? If yes please provide detail in the end column.	Age	The policy ensures that the Company complies with its legal obligations in relation to health and safety equally and appropriately to the situation and the needs of those affected. In delivering to this commitment the Company works closely with Trade Unions and relevant agencies, all of whom support equality positive policies and procedures towards employees and members of the public, irrespective of their protected characteristic status.
	Disability	
	Gender Reassignment	
	Pregnancy & Maternity	
	Race	
	Religion or Belief	
	Sex (Gender)	
	Sexual Orientation	

Question	Protected Characteristic	Potential Impact
<p>2. Is there a risk that any part of this policy or decision could cause discrimination to any of the groups opposite?</p> <p>If yes please provide detail in the end column.</p>	Age	<p>The policy ensures that there is transparency, accountability and equality in the procedures followed in line with the Company's duty and commitment to delivering to health and safety duties.</p> <p>This provides for both a proactive approach in preventing health and safety issues where possible as well as a reactionary process that enables health and safety issues to be dealt with appropriately, quickly and delivers a duty of care provision to those affected.</p> <p>The above is delivered equally to all communities, groups or individuals and therefore does not present a risk of discrimination against one or more groups with protected characteristics.</p>
	Disability	
	Gender Reassignment	
	Pregnancy & Maternity	
	Race	
	Religion or Belief	
	Sex (Gender)	
Sexual Orientation		

Question	Equality Act 2010 duties	Potential Impact
<p>3. How can this policy or decision help us to:</p>	<p>Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Equality Act 2010?</p>	<p>The policy is based on legislative duties that inherently reflect the requirements under the Equality Act 2010. The policy:</p> <ul style="list-style-type: none"> - Ensures that employees and members of the public are treated equally in relation to health and safety issues and concern. - The Policy itself does not support the advancement of equality as the primary function of this document is to create an informed culture of understanding of health and safety duties and the effective delivery to those duties. However the Company actively engages with individuals and groups that reflect the protected characteristics through our services and local community facilities, which supports the general duty of advancing equality. - The policy is supported and developed through a continued partnership with key agencies, all of whom are subject to the general duties under the Equality Act 2010. This partnership working approach and the Company's broader engagement with the communities across the city provides the opportunity and means by which the Company can support the fostering of good relations. However, this is not a primary function of this policy but coincidental to the delivery of the aims and objectives therein.
	<p>Advance equality of opportunity between people who share a relevant protected characteristic and those who do not?</p>	
	<p>Foster good relations between people who share a protected characteristic and those who do not?</p>	

4. EVIDENCE OF IMPACT		
<p>In coming to the above decision, with whom have you consulted and/ or what information was gathered?</p> <p><i>(Sources such as: Household Surveys, consultations, research reports, equality monitoring, customer feedback forms, complaints etc.).</i></p>	Consulted with / Research	<p>The policy meets that Company's legal duties in relation to Health and Safety in partnership with key agencies including Trade Unions and the Health & Safety Executive.</p>
	Details of when / how	
	Outcome and findings	

5. PUBLIC INTEREST		
<p>Is there any public concern that the functions / policies / project are being operated in or likely to operate in a discriminatory manner. Or that they are likely to be discriminatory ?</p> <p><i>(E.g. media report, research, etc.)</i></p>	A little	<p>The policy provides a clear statement on the Company's commitment to Health and Safety and the duty of care that will be delivered to employees and members of the public.</p>
	Some	
	A lot	<p>The policy ensures accountability and transparency as required by the Health & Safety at Work etc. Act 1974 and subsequent statutory instruments.</p>

6. ANY OTHER INFORMATION
Not applicable.

7. ASSESSMENT	
<p>Given the information above is a full Equality Impact Assessment required?</p>	<p>A full EIA is not required as the policy and its operational delivery is a legal requirement in line with national legislation. The delivery of the health and safety duties are subject to audit and scrutiny by a governmental agency which includes a requirement to meet the general duties under the Equality Act 2010.</p>

5. SCREENING SIGN OFF			
Responsibility	Print Name	Signature	Date
Officer responsible for the screening.	D Wilson		31.10.15
Equality Officer			
Head of Service Approval			
Document / information for publication to either: (a) CSG Web Site (b) CSG Intranet (c) Neither			