

Equality Impact Assessment of:

The revised University Health and Safety Policy Statement

By:

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

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

<b>What impact does the project, policy or practice have on people that share a protected characteristic?</b>
<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: <b>age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation</b>. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination. The law requires that the University demonstrates it has had 'due regard' to the aims of the equality duty in its planning and decision-making processes. Although not classed as protected characteristics under the Equality Act 2010, due regard must also be made to the effects of planning and decision-making processes on <b>carers</b>. Due regard also needs to be given to the <b>Welsh Language</b> under the Welsh Language (Wales) Measure 2011.</i>

PUBLIC SECTOR EQUALITY DUTY REQUIREMENTS	DETAIL OF IMPACT (Positive / Neutral / Negative)	EVIDENCE
<p><b>Eliminating Discrimination</b></p> <ul style="list-style-type: none"> <li>• <i>Is the project, policy or practice likely to treat anyone less favourably or disadvantage them because of their protected characteristics?</i></li> <li>• <i>Could the project, policy or practice lead to different outcomes for different protected groups?</i></li> </ul> <p><b>Advancing Equality of Opportunity</b></p> <ul style="list-style-type: none"> <li>• <i>Will the needs of staff and students with different protected characteristics be met?</i></li> <li>• <i>Could the project, policy or practice lead to increased take-up / participation by protected groups?</i></li> <li>• <i>Are there any opportunities to proactively advance equality for specific protected groups and / or between protected groups?</i></li> </ul> <p><b>Promoting Good Relations</b></p> <ul style="list-style-type: none"> <li>• <i>Have steps been taken to tackle prejudice and promote understanding?</i></li> <li>• <i>How have relevant individuals, groups or organisations been involved / consulted in developing and impact assessing the project?</i></li> </ul>	<p>The review sought an opportunity to further embed and enhance the promotion of inclusivity and participation into this headline University H&amp;S Policy.</p> <p>The principle that health and safety should be used to support activities and enable participation (as outlined in other sub-policies, such as Risk Assessment) and that the presence of risk should not be used as an “excuse” to stop an activity altogether, are at the core of this Policy Statement and the proposed revisions which are made herein.</p> <p>It is felt that the amendments seek to:</p> <ol style="list-style-type: none"> <li>Better support and enable those with protected characteristics to fully participate wherever reasonably practicable</li> <li>Promote even greater levels of participation and inclusivity</li> <li>Promote and enhance the message that health and safety should be used to ensure those with protected characteristics are not unduly treated differently</li> </ol> <p>The draft revised Policy will go through a Consultation phase in December 18 – January 19.</p>	<p>It is felt that the proposed enhancement to the Policy Statement will further promote equality and inclusivity.</p> <p>This through a new <u>University Commitment</u> (1.5v.) stating:</p> <p><b>“Enable and promote inclusivity and safeguard those with additional needs.”</b></p> <p>And, through the addition of a further ‘Policy objective (1.6 xvi) stating:</p> <p><b>“Utilise health and safety risk assessments and controls to promote inclusivity and support reasonable adjustments that, where reasonably practicable, enable participation and safeguards those with additional needs.”</b></p>

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

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

<b>Publication</b> This Equality Impact Assessment will be available on the H&S website
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