

Equality Impact Assessment of the review of H&S Policy on New and Expectant Mothers

By: Emma Riches (ER)

Date: 14th December 2018

Project Aim
<i>What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits)</i>

Project Title	Review of existing H&S Policy new and expectant mothers
Project Lead	Emma Riches (ER)
Project Team	

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: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. 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 carers. Due regard also needs to be given to the Welsh Language under the Welsh Language (Wales) Measure 2011.</i>

Public Sector Equality Duty Requirements	Detail of Impact (Positive / Neutral / Negative)	Evidence
<p>Eliminating Discrimination</p> <ul style="list-style-type: none"> <i>Is the project, policy or practice likely to treat anyone less favourably or disadvantage them because of their protected characteristics?</i> <i>Could the project, policy or practice lead to different outcomes for different protected groups?</i> 	<p>The Policy in itself does not treat any person differently. However, it can both positively and potentially adversely impact those with a certain protected characteristic, namely pregnancy and maternity, the latter in respect of safeguarding their own health, safety and well-being and that of their child.</p>	<p>Risk Assessments should always suitably consider the requirements of the individual when producing controls to safeguard their own health and safety. This can be positive, in ensuring controls are adapted to suit the expectant or new mother.</p> <p>The risk assessment may also identify and restrict activity, staff could also be asked to alter working conditions or hours of work, be offered suitable alternative work or be suspended on full pay for</p>

		as long as necessary in order to safeguard an expectant or new mother or the child, only where other reasonable adjustments are not possible.
Advancing Equality of Opportunity <ul style="list-style-type: none"> • <i>Will the needs of staff and students with different protected characteristics be met?</i> • <i>Could the project, policy or practice lead to increased take-up / participation by protected groups?</i> • <i>Are there any opportunities to proactively advance equality for specific protected groups and / or between protected groups?</i> 	There are no obvious ways in which the Policy could further advance equality.	
Promoting Good Relations <ul style="list-style-type: none"> • <i>Have steps been taken to tackle prejudice and promote understanding?</i> • <i>How have relevant individuals, groups or organisations been involved / consulted in developing and impact assessing the project?</i> 	The policy aims to support and safeguard individuals, whatever their needs. It also aims to encourage dialogue and consideration of all of the factors.	
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>	No changes required in the Policy	
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>		

<p>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></p>	
<p>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></p>	

<p>How will the actual impact of the project, policy or practice be monitored once it has been implemented?</p>
<p>The Policy will be reviewed by the H&S Task Group, as per the schedule of policy review.</p>

<p>Publication This Equality Impact Assessment will be published – on the H&S website</p>
