

Equality Impact Assessment of the review of H&S Policy on Water Safety Management (Legionella)

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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>
To review and update management arrangements to ensure no person is placed at risk by relevant water systems operated at the university.

Project Title	Review of existing H&S Policy on water safety management (legionella)
Project Lead	Suzanne Barnes (SB)
Project Team	SB

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
Eliminating Discrimination <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>	<i>Legionella pneumophila</i> (and related bacteria) is a bacterium that can cause Legionnaires’ disease a potentially fatal form of pneumonia. Infection is usually caused by breathing in small droplets of water contaminated by the bacteria. Although the disease can affect any body some people are at higher risk eg those over 45 years of age, smokers, heavy drinkers, those suffering from chronic respiratory or kidney disease, and people whose immune system is impaired. Person to	Although the University (through PACS) has robust arrangements in place to manage risks associated with water supplies (in accordance with relevant legislative guidance) to protect against the development of <i>Legionella pneumophila</i> , individuals who could be at greater risk if exposed to airborne water droplets and the bacterium could require specific arrangements to be made to support them.

	person spread of the disease has not been documented. As such, in some instances, <i>‘persons with a protected characteristic and or medical / health condition which may place them at greater risk if exposed to the legionellum bacterium</i> may be treated differently in order to ensure their health, safety and welfare when undertaking work activities which could expose them to airborne water droplets.	In such circumstances the risk assessment process will seek to enable the person to undertake activities as any other person with reasonable adjustments made where possible, if required. Preventing a person undertaking higher-risk activities would only be taken as a last resort and would be on the advice of the person’s GP in conjunction with the University’s Occupational Health Practitioner.
Advancing Equality of Opportunity • <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 • <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>		
Based on the above assessment, what course of action is required?		
No major change required		The Policy should encourage and support.

<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>	
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>	
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?
The Policy will be reviewed by the Health, Safety & Emergency Management Committee, as per the schedule of policy review and / or as legislative requirements and associated guidance changes.

Publication This Equality Impact Assessment will be published – on the H&S website once a new page is established
