

# EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	<b>Confined Spaces Entry Policy</b>	Date applicable	September 2019
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Responsible Staff Member: Head of Estates  
 EIA Assessor/s: Trust Health and Safety Advisor  
 Directorate: Estates and Facilities

## 1. FIELD / SUBJECT

Function     Policy     Procedure / practice     Service     Strategy     Document (if joint, state with whom)

Describe the main aim, objectives and intended outcomes of the above:  
 To ensure the safety of all persons undertaking work in confined space locations for or on behalf of the Trust.

An initial screening should be undertaken first. This helps to identify whether there is a possibility that people might have different experiences of the function/ policy / process/ strategy compared to others.

This initial EIA simply assesses whether different groups of people who use a service are affected by the intended function / policy/ practice / strategy more, less or in a different way than other groups of people. A differential impact occurs when a particular group has been affected differently by this in either a positive or negative/adverse way.

An assessment of whether there is a differential impact will be based on two factors – quantitative monitoring data and qualitative information, including the expert opinion from the EIA assessor who is normally the manager responsible for the delivery as well as someone with a different perspective. This would ideally be one or more service users or someone related to the service. There will be times when involving someone for their technical expertise or someone with specialist knowledge will be appropriate and EIA assessors should consider this. You must assess **each** of the 9 areas separately and consider how your document in section 1 may affect people's human rights.

## 2. ASSESSMENT OF POSSIBLE ADVERSE IMPACT AGAINST ANY MINORITY GROUP

	Response		If YES, please state why and the evidence used in your assessment
	Yes	No	
Could the policy / service / function / other in section 1 have a <b>significant negative impact</b> on equality in relation to each area below?			
1 <b>Age</b>		✓	
2 <b>Sex</b> (Male and Female)		✓	
3 <b>Disability</b> (Learning Difficulties / Physical or Sensory Disability)	✓		Because of the physical characteristics and associated hazards of a designated confined space, an assessment of a person's physical or mental challenges will need to be considered as a part of the risk assessment before allowing that individual to work in a confined space. This includes special emergency procedure and equipment.
4 <b>Race</b> or Ethnicity		✓	
5 <b>Religion and Belief</b>		✓	
6 <b>Sexual Orientation</b> (gay, lesbian or heterosexual)		✓	
7 <b>Pregnancy and Maternity</b>	✓		Because of the physical characteristics and associated hazards of a designated confined space, an assessment of the risks to a pregnant woman will need to be considered as a part of the risk assessment before allowing that individual to work in a confined space. This includes special emergency procedure and equipment.
8 <b>Gender Reassignment</b> (the process of transitioning from one gender to another)		✓	

### You need to ask yourself:

- Will the policy / practice / service create any **problems** or **barriers** to any community or group? **No**
- Will any group be **excluded** because of this? **No**
- Will there be a negative impact on **community relations**? **No**

If the answer to any of these questions is YES, you must complete a full Equality Impact Assessment.

**3. POSITIVE IMPACT**

Could the policy / practice / service / other have a <b>significant positive impact</b> on equality by reducing inequalities that already exist? Explain how will it meet our duty to:		Response		If <b>YES</b> , please state why and the evidence used in your assessment
		Yes	No	
1	Promote <b>equal opportunities</b>		✓	
2	Get rid of <b>discrimination</b>		✓	
3	Get rid of <b>harassment</b>		✓	
4	Promote <b>good community relations</b>		✓	
5	Promote <b>positive attitudes</b> towards disabled people		✓	
6	Encourage <b>participation</b> by disabled people		✓	
7	Consider <b>more favourable treatment</b> of disabled people		✓	
8	Promote and protect <b>human rights</b>		✓	

**4. SUMMARY**

On the basis of the information/evidence/consideration so far, do you believe that the policy / practice / service / other will have a positive or negative adverse impact on equality?

POSITIVE			NEGATIVE			
High	Medium	Low	Nil	Low	Medium	High

Date Assessment completed: 9<sup>th</sup> August 2019

Is a full Equality Impact Assessment required? NO

**COMPLETED BY**

Name	Gilly Ede		
Job Title	Health and Safety Advisor		
Date	09 August 2019	Contact number/s : 0208 934 6471	
Head of Service			

**THIS EIA HAS BEEN APPROVED BY THE MANAGER / HEAD OF SERVICE**

Name	Charles Hanford		
Job Title	Director of Estates Facilities & Capital Development		
Date	12 August 2019	Contact number 07771877534	