

## EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	Pest Control Policy	Date applicable	21/08/19
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Responsible Staff Member: Charles Hanford, Director of Estates & Facilities  
 EIA Assessor/s: Gilly Ede - 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 describe safe systems of working, operational practices and reviews to ensure the safety of all persons who managing or are party to the strategy of pest control contained within this policy.

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>		x	
2 <b>Sex</b> (Male and Female)		x	
3 <b>Disability</b> (Learning Difficulties / Physical or Sensory Disability)		x	
4 <b>Race</b> or Ethnicity		x	
5 <b>Religion and Belief</b>		x	
6 <b>Sexual Orientation</b> (gay, lesbian or heterosexual)		x	
7 <b>Pregnancy and Maternity</b>		x	
8 <b>Gender Reassignment</b> (the process of transitioning from one gender to another)		x	
9 <b>Marriage and Civil Partnership</b>		x	

- 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.

Date Assessment completed: September 2019	Is a <u>full</u> Equality Impact Assessment required? <b>NO</b>
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<b>COMPLETED BY</b>	
Name	Gilly Ede
Job Title	Health and Safety Advisor
Date	September 2019
	Contact number/s Ex 6471
Head of Service	Charles Hanford, Director of Estates & Facilities

<b>THIS EIA HAS BEEN APPROVED BY THE MANAGER / HEAD OF SERVICE</b>	
Name	Charles Hanford, Director of Estates & Facilities
Job Title	Charles Hanford, Director of Estates & Facilities
Date	September 2019
	Contact number/s 07771877534