

# INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

|  |                                 |                 |            |
|--|---------------------------------|-----------------|------------|
| Name of policy / process / service / other | <b>Health and Safety Policy</b> | Date applicable | April 2021 |
|--|---------------------------------|-----------------|------------|

Responsible Staff Member: Gilly Ede, Health and Safety Advisor  
 EIA Assessor/s: Gilly Ede, Health and Safety Advisor  
 Directorate: Corporate 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:  
 This Policy is designed to detail the Trust's Health and Safety structure and management arrangements.

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)   |          | ✓  |   |
| 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>   |          | ✓  |   |
| 8 <b>Gender Reassignment</b> (the process of transitioning from one gender to another)   |          | ✓  |   |
| 9 <b>Marriage and Civil Partnership</b>  |          | ✓  |   |

### 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: April 2021 | Is a <b>full</b> Equality Impact Assessment required? NO |
|---------------------------------------|--|

**COMPLETED BY**

|                 |                                      |                     |  |
|-----------------|--------------------------------------|---------------------|--|
| Name            | Gilly Ede, Health and Safety Advisor |                     |  |
| Job Title       | Gilly Ede, Health and Safety Advisor |                     |  |
| Date            | April 2021                           | Contact number/s Ex |  |
| Head of Service | Richard Evans, Head of Facilities    |                     |  |

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

|           |                                   |                  |  |
|-----------|-----------------------------------|------------------|--|
| Name      | Richard Evans, Head of Facilities |                  |  |
| Job Title | Richard Evans, Head of Facilities |                  |  |
| Date      | April 2021                        | Contact number/s |  |