

EQUALITY IMPACT ASSESSMENT (EIA) FORM

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|---|----------------------------------|-----------------|---|
| Name of policy / process / service / other | Working at Heights Policy | Date applicable | September 2021 |
| Responsible Staff Member: Steven Malarkey, Deputy Director of Estates Facilities EIA Assessor/s: Gilly Ede - Health and Safety Advisor Directorate: Estates Facilities & Capital Development | | | |
| 1. FIELD / SUBJECT | | | |
| <input type="checkbox"/> Function <input checked="" type="checkbox"/> Policy <input type="checkbox"/> Procedure / practice <input type="checkbox"/> Service <input type="checkbox"/> Strategy <input type="checkbox"/> Document (if joint, state with whom) | | | |
| Describe the main aim, objectives and intended outcomes of the above: To ensure legal and NHS compliance for management all works undertaken at height To describe the procedure, safe systems of working, operational practices and reviews to ensure the safety of all persons working at heights. | | | |
| 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 | | | |
| Could the policy / service / function / other in section 1 have a significant negative impact on equality in relation to each area below? | Response | | If YES , please state why and the evidence used in your assessment |
| | Yes | No | |
| 1 Age | | x | |
| 2 Sex (Male and Female) | | x | |
| 3 Disability (Learning Difficulties / Physical or Sensory Disability) | | x | |
| 4 Race or Ethnicity | | x | |
| 5 Religion and Belief | | x | |
| 6 Sexual Orientation (gay, lesbian or heterosexual) | | x | |
| 7 Pregnancy and Maternity | | x | |
| 8 Gender Reassignment (the process of transitioning from one gender to another) | | x | |
| 9 Marriage and Civil Partnership | | x | |

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.

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|---|---|
| Date Assessment completed: September 2019 | Is a <u>full</u> Equality Impact Assessment required? NO |
|---|---|

COMPLETED BY

| | | |
|-----------------|---|--------------------------|
| Name | Gilly Ede | |
| Job Title | Health and Safety Advisor | |
| Date | September 2021 | Contact number/s Ex 6471 |
| Head of Service | Philip Griffiths, Director of Estates Facilities & Capital Development | |

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

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|-----------|---|--|
| Name | Philip Griffiths | |
| Job Title | Director of Estates Facilities & Capital Development | |
| Date | September 2021 | |