

Equality Impact Assessment - Preliminary Assessment Form

<i>Title of the strategy, policy, service, or project:</i>		Health and Safety Policy
<i>Service Area:</i>	All	
<i>Lead Officer:</i>	Emma Watkins, Health and Safety Officer	
<i>Date of assessment:</i>	12/23	Policy
<i>Is the strategy, policy, service (procedure) or project:</i>		
<i>Changed</i>	X	
<i>New</i>	<input type="checkbox"/>	

Section 1 – Clear aims and objectives

1. What is the aim of the strategy, policy, procedure or project?

This policy has been produced to meet the legal duty under the Health & Safety at Work Act 1974 for South Derbyshire District Council (SDDC) and recognises health and safety management responsibilities rank equally with the professionalism of services delivered by the SDDC.

2. Who is intended to benefit from the strategy, policy, procedure or project and how?

The Health and Safety at Work Act 1974 outlines the legal duties that employers must protect the health, safety, and welfare at work of all their employees. This also extends to other people visiting the workplace premises such as Elected Members, temporary, casual and self-employed workers, contractors, clients, visitors, and the public.

3. What outcomes do you want to achieve?

South Derbyshire District Council acknowledges and accepts its responsibilities under the provisions of the Health and Safety at Work Act 1974 and other relevant legislation.

The Council is committed to protecting the health, safety, and welfare of all our employees and others who may be affected by the Council's activities, so far as is reasonably practicable.



Section 2 – What is the impact?

4. Summary of anticipated impacts. *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories e.g. older people, younger people, people with hearing impairment etc. [Hyperlinks to supporting information about the protected characteristics listed below can be found here.](#)*

	Potentially positive impact	Potentially negative impact	No disproportionate impact
Age	X	<input type="checkbox"/>	<input type="checkbox"/>
Disability and long-term conditions	X	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	X
Pregnant women and people on parental leave	X	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	X
Race	<input type="checkbox"/>	<input type="checkbox"/>	X
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	X
Sex (Gender)	<input type="checkbox"/>	<input type="checkbox"/>	X



Section 3 – Recommendations and monitoring

If you have answered that the strategy, policy, procedure or project could potentially have a negative impact on any of the above characteristics then a full Equality Impact Assessment will be required.

- The Health & Safety Policy will be formally reviewed every 2 years
- The policy will be reviewed on an on-going basis e.g. if we receive intelligence from enquiries/feedback from colleagues/particular case/ legislation/case law that would call for an earlier review of the policy.

5. Should a full EIA be completed for this strategy, policy, procedure or project?

☐ Yes

☒ No

This policy has a positive impact on the following groups.

Age - any young workers which covers 16 –18-year-olds need to have a specific risk assessment. This is to allow the Council to meet the needs of the young person and to establish that the role they have been allocated to complete is suitable and for them.

Disability – Any member of staff identified as having a disability had a personal evacuation plan completed to ensure they are in a position to leave the building in a safe manner regardless of what disability had been identified.

Pregnant women – when a member of staff advises their line manager that they are pregnant, the manager needs to complete an expectant mother's risk assessment. This assessment needs to be completed at least every trimester or needed, this will be dictated by the expectant mother.

Section 4 – Approval

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

Reviewed by Head of Service	Name:	<i>J Pittam</i>
	Date:	08/12/23

If further information regarding this assessment is required, please contact the Lead Officer for this assessment (outlined in Section 1.)

