

South Staffordshire Council Equality Impact Assessments (EIA)

Introduction

As functions or policies are reviewed, or new ones developed, an Equality Impact Assessment (EIA) should be carried out to address the following legislation:

- The Race Relations (Amendment) Act 2000;
- Disability Discrimination (Amendment) Act 2006;
- Sex Discrimination Act 1975; and
- To help implement the Employment Equality Regulations on Sexual Orientation and Religion and Belief and Age.

EIAs can help South Staffordshire Council to meet the various stages of the Equalities Standard for Local Government and increasingly service inspections are asking questions about the findings of EIAs.

An EIA is a process to determine whether a policy or function has any "*differential impacts*" that could have an adverse (negative) implication on the basis of a person's race, gender, disability, sexual orientation, religion/belief or age. It is a method to ensure that a function or policy will not create any barriers that could prevent access to services or employment opportunities.

Explaining the toolkit

Equality Impact Assessment	
1	Title of Function or Policy to be assessed: Corporate Health and Safety Policy
2	Date: 1 st September, 2010
3	Name of Lead Officer: Ann Cadman
4	EIA Team W Bridgwater B Harris J Angus A Cadman
5	Director/Head of Service/Service Manager: David Pattison Jenny Rhodes
6	Existing, new or review: Review
7	Set out the aims/objectives/purposes/outcomes of the function or policy, and give a summary of the service provided: To clarify organisational responsibilities and management arrangements for Health and Safety, and to achieve continuous improvement of Health and Safety performance.

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8	<p>Linked policies, functions: Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?</p> <p>Lone working Display screen equipment Alcohol and substance abuse Risk Assessment Violent incident reporting Safe use and maintenance of portable electrical equipment First aid Fire Evacuation No smoking Stress (including counselling services) Sickness absence Occupational Health Bullying and Harassment Health and safety for contractors</p>																														
9	<p>Who is it intended to affect or benefit (the target population):</p> <p>Staff Visitors Agency staff Young people Partners (partnership working) New and Expectant mothers</p>																														
10	<p>Within this table, state whether the policy or function will have a positive or negative impact across the following factors and provide any comments.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 15%;">Positive Impact</th> <th style="width: 15%;">Negative Impact</th> <th style="width: 40%;">Comments</th> </tr> </thead> <tbody> <tr> <td>Age</td> <td style="text-align: center;">√</td> <td style="text-align: center;">None</td> <td>Policy considers the needs of all age groups</td> </tr> <tr> <td>Disability</td> <td style="text-align: center;">√</td> <td style="text-align: center;">None</td> <td>Policy considers the needs of disabled staff and others</td> </tr> <tr> <td>Gender</td> <td style="text-align: center;">√</td> <td style="text-align: center;">None</td> <td>Policy considers the needs of all genders</td> </tr> <tr> <td>Race</td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">None</td> <td>Policy does not have a positive or negative impact</td> </tr> <tr> <td>Religion/belief</td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">None</td> <td>Policy does not have a positive or negative impact</td> </tr> <tr> <td>Sexuality</td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">None</td> <td>Policy does not have a positive or negative impact</td> </tr> </tbody> </table>				Positive Impact	Negative Impact	Comments	Age	√	None	Policy considers the needs of all age groups	Disability	√	None	Policy considers the needs of disabled staff and others	Gender	√	None	Policy considers the needs of all genders	Race	N/A	None	Policy does not have a positive or negative impact	Religion/belief	N/A	None	Policy does not have a positive or negative impact	Sexuality	N/A	None	Policy does not have a positive or negative impact
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11	<p>What evidence do you have for the statements you have made above?</p> <p>The following are positive impacts:</p> <p><u>Disability</u></p> <p>There are disabled staff/users of the main facilities at Codsall, and leisure facilities across the district. Examples of the types of adjustments made to assist those</p>																														

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	<p>with disabilities include:</p> <ul style="list-style-type: none"> Lifts to upper floors Evac-chairs for use in an emergency (lifts cannot be used) Separate toilet/changing facilities Hearing loops for those with hearing difficulties Staff issued with pagers which are linked to the fire alarm to alert them to an evacuation Signage which includes Braille Contrasting nose edgings on stairs for those with visual difficulties <p>Audits have also been carried out at leisure centres to ensure Facilities comply with the requirements of DDA.</p> <p><u>Age</u></p> <p>The elderly and young will be assisted by Solutions staff during an evacuation of the main reception area.</p> <p>The Health and safety steering group looks at matters/concerns raised from across all sectors of the organisation. These matters are followed up by the group and reported back to the group who meet regularly throughout the year.</p> <p>New/updated legislation is considered by the group and actioned accordingly giving consideration to the needs of not only staff, but any other user of the council offices or associated buildings.</p> <p><u>Gender</u></p> <p>All genders will be treated fairly and equally to ensure their safety when working in or visiting council premises.</p> <p>New and expectant mothers will require risk assessments to determine if there are additional risks to the unborn child, and provisions will be made to accommodate the pregnant worker/new mother.</p>
<p>12. From evidence given at Q.11 what actions, if any, will you need to take against each of the following equality strands:</p>	
<p>Disability: The needs of staff and users of council facilities, especially those who have disabilities are met. Existing and new policies and procedures will consider the needs of those with disabilities when they are written or reviewed.</p>	
<p>Race: N/A</p>	
<p>Gender: All genders will be treated fairly and equally to ensure their safety when working in or visiting council premises.</p>	
<p>Age: All age groups are considered when reviewing/updating policies procedures relating to health and safety.</p>	

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Religion/belief:

N/A

Sexuality:

N/A

13. Briefly explain how the policy or function contributes to Community Cohesion by answering the following questions:

- How will it provide equality of access to services, information and employment?
- Does it or could it celebrate diversity?
- Will it or could it promote good relationships within and between communities?
- How will it help to prevent social exclusion?
- Will it help to reintegrate those who have become excluded?
- How will it provide good quality, inclusive services?

Visitors will be treated equally and fairly with suitable access to buildings, and Services provided.

14. Consultation:

Describe what consultation has been undertaken on this function or policy, who was involved and the outcome.

H & S Steering group
Unison
Strategic Management Team
Diversity reference group

Director – David Pattison

I am satisfied with the results of this EIA

I have seen the Councils (3) Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make.

I agree to review the Action Plan after 12 Months with the Directorate's Equality representative.

Signature of Director:

