

Equality Impact Assessment

Please see the *How to do an Equality Impact Assessment* leaflet for help in completing this form. You are welcome to contact Delyth Williams, Policy and Equality Officer on ext. 32708, or DelythGadlysWilliams@gwynedd.llyw.cymru, for further help.

The Council is required (under Equality Act 2010) to consider the impact of a change in any policy or procedure (or the creation of a new one) on people with protected equality characteristics. The Council also has additional general duties set out in part 2b. A timely equality impact assessment must therefore be made before making a decision on any relevant change (i.e. one that affects people with a specific protected characteristic).

1 Details

1.1 What is the name of the policy / service in question?

Health Safety and Wellbeing Policy

1.2 What is the purpose of the policy / service that is being created or changed? What changes are being considered?

To protect the safety and wellbeing of Council staff whilst they are at work, along with the safety of members of the public who could be effected by the Council's work.

1.3 Who is responsible for this assessment?

Catrin Love, Health Safety and Wellbeing Manager

1.4 When did you begin the assessment? What version is this?

As part of the consultation process

2) Implementation

2.1 Who are the partners that you will have to work with to carry out this assessment?

As this Policy is an internal policy, we have not worked with any partners in undertaking this assessment, however the Policy itself has been consulted upon with staff representatives by way of the Trade Unions.

2.2. What steps have you taken to engage with people with protected characters?

As a Service, we work closely with individuals with protected characters regularly as part of our daily work, and learn from experiences and individual cases. This is reflected in the content of the assessment.

2.3 What was the result of the engagement?

As a general rule, individuals with protected characters welcome and are grateful for specific assessments to protect them whilst at work, and we have not received negative comments.

2.4 What other information informed the way you operate?

There has been consultation with Trade Unions, and no objections have been voiced.
We operate on the basis of the legal requirement to have a health and safety policy

2.5 Are there any gaps in evidence that need to be gathered?

No. There are no proposed changes within the Policy that change current working arrangements with regards to equality. Current arrangements work well.

3) Identifying the Impact

3.1 The Council must give due regard to the impact any changes will have on people with equality characteristics. What impact will the new policy/service or the proposed changes have on these characteristics? You are welcome to add further characteristics if you wish.

Characteristics	What type of impact?*	In what way? What is the evidence?
Race (including nationality)	None	
The Welsh language	None	
Disability	Positive	The Policy acknowledges the role of the Health Safety and Wellbeing Service in advising on reasonable adjustments in ill-health / disability cases.
Gender	None	
Age	Positive / Negative / None	The Policy notes specifically that a risk assessment is required for young workers under the age of 18 because of their inexperience in the workplace making them at higher risk of injury. This is a legal requirement. We are also able to profile accident rates according to age and take appropriate steps to provide support.
Sexual orientation	None	
Religion or belief (or lack of belief)	None	
Gender reassignment	None	
Pregnancy and maternity	Positive	The Policy specifies the legal requirement to conduct a specialist risk assessment on pregnant women and places a responsibility on Managers to do so.

Marriage and civil partnership	Positive / Negative / None	
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* delete as appropriate

3.2 It is the Council's duty, under the Equality Act 2010, to contribute positively to a fairer community by promoting equality and good relationships in their activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity. The Council must give due regard to the way any change affects these duties.

General Duties of the Equality Act	Does the policy have an impact?*	In what way? What is the evidence?
Remove illegal discrimination, harassment and victimisation	Yes	Making adjustments allows individuals to remain in work, or start employment where this would not otherwise be possible, thus eliminating discrimination. An assessment identifies when reasonable adjustments are possible, and when they are not.
Promoting equal opportunities	Yes	Based on the above, it promotes equal opportunities
Encouraging good relationships	Yes	The policy makes several references to the importance of communication and places a responsibility on managers to include staff on all levels in decision making and risk assessment contents. This promotes good relationships and a sense of ownership amongst staff.

* delete as appropriate

4) Analysing the results

4.1 Is the policy therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duties and what is the reason for this?

The policy has the potential to have a positive effect on a number individuals who are protected under the general responsibility with regards to equality. It clearly reflects the legal responsibility under health and safety legislation to protect individuals such as young persons and pregnant workers. Health and safety is a subject field where awareness and implementation of equality standards is at a mature stage due to the legal requirement to protect individuals; be that in terms of their safety under health and safety law, or on a more general level under equality law. As an example, no risk assessment on the safe evacuation of a building in the event of fire would be complete without regards to how individuals with a physical impairment would evacuate. This type of work happens daily already and there are no changes made to this Policy that would impede this.

4.2 Is the Plan therefore likely to have a substantial, negative impact on any of the equality characteristics or General Duties and what is the reason for this?

4.3 What should be done?

Select one of the following:

Continue with the plan as it is robust	✓
Adapt the plan to remove any barriers	
Suspend and abolish the plan as the detrimental impacts are too large	
Continue with the plan as any detrimental impact can be justified	

4.4 If continuing with the plan, what steps will you take to reduce or mitigate any negative impacts?

4.5 If you do not take further action to remove or reduce negative impacts, explain why here.

For the reasons already noted, it is considered that this Policy, and indeed health and safety statutory requirements intertwine with statutory requirements in the field of equality.

5) Monitoring

5.1 What steps will you take to monitor the impact and effectiveness of the plan (action plan)?

The Health Safety and Wellbeing Service deal with equality issues and specialist risk assessment where individuals are protected under equality law very often and we will continue to continuously monitor that current working arrangements are adequate.