



# Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

## HEALTH AND SAFETY

Policy:	Issue 4
Date:	Jan 12

What is an EIA?.....	2
1.0 Identification section .....	3
2.0 Purpose .....	4
2.1 Aims.....	4
2.2 Motivators .....	4
2.3 Equality duties .....	4
3.0 Assessment.....	7
3.1 Age.....	7
3.2 Disability .....	7
3.3 Gender reassignment .....	7
3.4 Marriage and civil partnership .....	8
3.5 Pregnancy and maternity .....	8
3.6 Race.....	8
3.7 Religion or belief.....	9
3.8 Sex.....	9
3.9 Sexual orientation .....	9
3.10 Welsh Language .....	9
4.0 Actions and outcomes .....	10
4.1 Action Plan .....	10
4.2 Outcomes .....	10

## What is an EIA?

An EIA is an evidence based assessment of how a policy or activity will positively support Gwent Police’s general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people.

The EIA will also outline any steps to redress this.

For ease of reference, within this document the term ‘policy or activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

## **1.0 Identification section**

**Title:** Health and Safety Policy

**Reference:** 517/5 a issue 4

**Chief Officer Lead:** ACC

**Service Area:** HR

**Document Written by:** Policy Officer

**Department Responsible:** Health and Safety

**Document Lead:** Health and Safety Advisor

**Review Date:** Ongoing

## **2.0 Purpose**

### **2.1 Aims**

What are the aims of the policy or activity and how do they fit with the wider aims of the organisation?

To ensure Gwent Police meets its legal obligations, so far as is reasonably practicable, to ensure health, safety and welfare at work and to comply fully with the requirements of the Health and Safety at Work Act 1974 and all other relevant statutory provisions and recognised codes of practice.

To provide appropriate measures to cater for public safety and the protection of health safety and welfare at work.

To ensure staff our key resource are provided with suitable and sufficient information, instruction and supervision.

To ensure that all managers, supervisors and staff are aware and use ill health, accident and incident information in a proactive manner to target areas of concern.

### **2.2 Motivators**

What are the motivators or driving forces in the development of this policy or activity?

To ensure Gwent Police meets its legal obligations, so far as is reasonably practicable, to ensure health, safety and welfare at work and to comply fully with the requirements of the Health and Safety at Work Act 1974 and all other relevant statutory provisions and recognised codes of practice.

### **2.3 Equality duties**

This section outlines if and how this policy or activity helps support Gwent Police's equality duties. Protected characteristics are listed in the Guidance document in sections 3.1 to 3.10.

**2.3.1** How does this policy or activity help to eliminate discrimination, harassment and victimisation?

1. **Operational Delivery** – the health and safety policy and procedure will assist us in delivering services that are accessible, responsive and meet the needs of all communities by ensuring our staff are properly equipped and trained and are able to conduct the necessary dynamic risk assessments
2. **People and Culture** – through our organisational structures putting health and safety as a key strand in everything we do, we are able to build an inclusive and supportive working environment that encourages development and progression for all staff by treating individuals fairly
3. **Organisational Processes** – health and safety is an important element of our organisational processes such as reporting mechanisms for accidents and risk assessments to prevent harm or injury.

**2.3.2** How does this policy or activity help to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?

- Addressing discrimination  
The health and safety policy is an umbrella policy for many of our other organisational procedures aimed at providing a safe working environment for staff and the community we serve.
- Encourage participation of people with protected characteristics in decision making processes  
Health and safety issues form a fundamental part of managerial and supervisory responsibilities where the requirement is to consider the impact of our actions on our workforce and the community. Our staff networks also have access to discuss health and safety at the highest levels within the organisation.
- Protect people who access policing services from discrimination or harassment  
There are a number of force procedures that are employed to protect people from harm such as hate crime, confidential line to report inappropriate behaviour. Access to our occupational health and HR advisors.

- Take action to address poor quality decisions in the past  
Lessons learned is an important part of ensuring that we seek to make improvements throughout the organisation by a robust approach to dealing with issues such as accidents and injury reporting measures.
- Be clear as to how and to whom complaints should be reported; and what investigative and disciplinary actions will take place to correct the issue  
Our policy and force procedures make provision for the recording of complaints and investigation and where necessary disciplinary action. Although our emphasis is on preventing harm and injury arising by being risk aware and not purely risk averse. Our policy on licence to lead emphasises the importance of applying common sense to decisions.
- Provide any training or awareness to staff or officers around diversity or equality issues that are pertinent to this initiative, policy or procedure  
There are a number of staff throughout the organisation who have had comprehensive training in relation to health and safety which implicitly deals with diversity and equality. Many of our procedures examples of which include lone worker, inclement weather, working away from police premises, dignity at work, stress, age discrimination, personal and operational safety training, confidential advisors, IAG, witness care, threats to life, domestic abuse in the workplace, fire safety, control of infectious diseases, risk management, waste management, manual handling, and contamination of blood borne viruses all relate to our aim of improving and making our environment a healthier and safer place.
- Treat people fairly and respectfully  
We will aim to mitigate any adverse impact to those sharing a protected characteristic by ensuring appropriate risk assessments are undertaken.

**2.3.3** How does this policy or activity help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?

This policy aims to ensure that persons with protected characteristics are considered in identifying potential risks. For instance disabled people are considered during fire evacuation, or expectant mothers who may be restricted from undertaking certain activities. Also some may be affected with caring responsibilities; the important issue is to consider all relevant issues.

### **3.0 Assessment**

This section assesses whether there any aspects of the policy or activity, including how it is delivered, or accessed, that could contribute to inequality or discrimination.

#### **3.1 Age**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk and where necessary personal plans there should not be a negative disproportionate impact on people who share this protected characteristic.

#### **3.2 Disability**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk such as fire evacuation and where necessary personal plans there should not be a negative disproportionate impact on people who share this protected characteristic.

### 3.3 Gender reassignment

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk there should not be a negative disproportionate impact on people who share this protected characteristic.

### 3.4 Marriage and civil partnership

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk there should not be a negative disproportionate impact on people who share this protected characteristic.

### 3.5 Pregnancy and maternity

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Expectant mothers may be restricted in the work they are able to carry out. Through appropriate awareness and management of risk and where necessary personal plans there should not be a negative disproportionate impact on people who share this protected characteristic.

### 3.6 Race

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk there should not be a negative disproportionate impact on people who share this protected characteristic.

### **3.7 Religion or belief**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk there should not be a negative disproportionate impact on people who share this protected characteristic.

### **3.8 Sex**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk there should not be a negative disproportionate impact on people who share this protected characteristic.

### **3.9 Sexual orientation**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

Through appropriate awareness and management of risk there should not be a negative disproportionate impact on people who share this protected characteristic.

### **3.10 Welsh Language**

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

The welsh language scheme must be followed. Through appropriate awareness and management of risk there should not be a negative disproportionate impact on people who share this protected characteristic.

## 4.0 Actions and outcomes

### 4.1 Action Plan

**Impact identified:** This policy should have a positive impact on reducing risk and improving health and safety.

**Review date:** Jan 15

### 4.2 Outcomes

No change to policy or activity required