

## EQUALITY IMPACT ASSESSMENT

<b>Name of activity:</b>	Health & Safety Policy	<b>Date Completed:</b>	4/9/2023
<b>Directorate / Division responsible for activity:</b>	Technical Services	<b>Lead Officer:</b>	Neil Williamson
<b>Existing Activity</b>	<b>X</b>	<b>New / Proposed Activity</b>	<b>Changing / Updated Activity</b>

<b>What are the aims / main purposes of the activity?</b>
To set out the Health and Safety responsibilities within Arun District Council
<b>What are the main actions and processes involved?</b>
Seek approval for the amended Policy and communicate to staff and other stakeholders
<b>Who is intended to benefit &amp; who are the main stakeholders?</b>
Employees, as well as the public and visitors visiting Council premises and using our services, benefit. The main stakeholders are Council employees.
<b>Have you already consulted on / researched the activity?</b>
Consultation via Unison and staff health & safety panel

<b>Impact on people with a protected characteristic</b> (What is the potential impact of the activity? Are the impacts high, medium or low?)		
<b>Protected characteristics / groups</b>	<b>Is there an impact (Yes / No)</b>	<b>If Yes, what is it and identify whether it is positive or negative</b>
<b>Age</b> (older / younger people, children)	<b>Yes</b>	Policy includes HR responsibilities in relation to employment of children and young persons
<b>Disability</b> (people with physical / sensory impairment or mental disability)	<b>Yes</b>	Policy includes health surveillance arrangements.
<b>Gender reassignment</b> (the process of transitioning from one gender to	<b>No</b>	

another.)		
<b>Marriage &amp; civil partnership</b> (Marriage is defined as a 'union between a man and a woman'. Civil partnerships are legally recognized for same-sex couples)	<b>No</b>	
<b>Pregnancy &amp; maternity</b> (Pregnancy is the condition of being pregnant & maternity refers to the period after the birth)	<b>Yes</b>	Policy arrangements include risk assessment for new and expectant mothers
<b>Race</b> (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	<b>No</b>	
<b>Religion &amp; belief</b> (religious faith or other group with a recognised belief system)	<b>No</b>	
<b>Sex</b> (male / female)	<b>No</b>	
<b>Sexual orientation</b> (lesbian, gay, bisexual, heterosexual)	<b>No</b>	
Whilst <b>Socio economic</b> disadvantage that people may face is not a protected characteristic; the potential impact on this group should be also considered	<b>No</b>	

What evidence has been used to assess the likely impacts?
Knowledge and experience from delivering these services over many years.

Decision following initial assessment			
Continue with existing or introduce new / planned activity	Yes	Amend activity based on identified actions	

Action Plan			
Impact identified	Action required	Lead Officer	Deadline

Monitoring & Review	
Date of last review or Impact Assessment:	19/10/2021
Date of next 12 month review:	
Date of next 3 year Impact Assessment (from the date of this EIA):	

Date EIA completed:	4/9/2023
Signed by Person Completing:	N. Williamson