

## EQUALITY IMPACT ASSESSMENT

<b>Name of activity:</b>	Health & Safety Service	<b>Date Completed:</b>	20/8/2021
<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 provide services to ensure safe workplaces and protect public health
<b>What are the main actions and processes involved?</b>
Inspections, investigations, advice and guidance.
<b>Who is intended to benefit &amp; who are the main stakeholders?</b>
The public, including customers, service users and employee's benefit – Business operators are the main stakeholders
<b>Have you already consulted on / researched the activity?</b>
Well established statutory duties to deliver health and safety services and to prepare a service plan. No specific consultation.

<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>No</b>	
<b>Disability</b> (people with physical / sensory impairment or mental disability)	<b>No</b>	

<b>Gender reassignment</b> (the process of transitioning from one gender to another.)	<b>No</b>	
<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>No</b>	
<b>Race</b> (ethnicity, colour, nationality or national origins & including gypsies, travellers, refugees & asylum seekers)	Yes	Services, guidance and advice are routinely delivered in English. Where there are specific needs or projects that would benefit from alternate language information, we have access to translation services. For example, gas safety project papers and guidance have been translated, COVID related guidance provided in a wide range of languages.
<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>	<p>Actions may be required of businesses where they do not meet the minimum standards required in law, to protect public safety. Deterioration in standards may be linked to the financial position of the operator, and similarly financial position will have a bearing on the ability to address these.</p> <p>Personal circumstances will be considered when setting timescales to complete works but will need to be balanced with the ongoing risk to public health.</p> <p>Inspections and interventions are targeted based on HSE advise and national and local intelligence and are largely risk-based and focus on processes and procedures, which generally</p>

		do not have high direct costs associated with them.
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What evidence has been used to assess the likely impacts?
Knowledge of our businesses 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:	N/A
Date of next 12 month review:	
Date of next 3 year Impact Assessment (from the date of this EIA):	

Date EIA completed:	20/8/2021
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Signed by Person Completing:

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