



Equality Impact Assessment – Health and Safety Department

EqIA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

A. Policy/Practice: Cardinus online health and safety training. A suite of online health and safety courses available to all University staff, covering fire safety, home working, healthy working, laboratory ergonomics, manual handling and safe driving.

B. Reason for Equality Impact Assessment:

- Proposed new policy/practice
- Proposed change to an existing policy/practice
- Undertaking a review of an existing policy/practice **Yes**
- Other (please state):

C. Person responsible for the policy area or practice:

Name: **Lawrence Dickson**

Job title: **Training and Audit Lead.**

School/service/unit: **Health and Safety Department**

D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:

- affects primary or high level functions of the University **No**
- is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? **No**
- It is one which interested parties could reasonably expect the University to have carried out an EqIA? **Yes**

E. Equality Groups

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s) – **Health and safety requirements are applicable to all staff and students at the University and therefore may apply to all of the groups listed below.**

- Age
- Disability
- race (including ethnicity and nationality)
- religion or belief
- sex
- sexual orientation
- gender reassignment
- pregnancy and maternity
- marriage or civil partnership

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups: **The Healthy Working course deals with safe working and good set up for computer workstations and has a specific section on pregnancy.**
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed:
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: **The Cardinus system is intended to have a benefit effect of the health and safety of all staff, and some of the groups are specifically mentioned.**
- If the policy/practice contributes to advancing equality of opportunity :
- If there is an opportunity in applying this policy/practice to foster good relations: **As mentioned above, the Cardinus system should benefit all groups.**
- If the policy/practice create any barriers for any other groups? : **None over and above any restrictions which may be related to health and safety restrictions, which are covered by the University Health and Safety Policy**
- How the communication of the policy/practice is made accessible to all groups, if relevant? : **Will be disseminated via email, website, TEAMS messages, BLOGS**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? : **Policies and Codes of Practice are presented to the University Safety, Health and Wellbeing Committee for comment and ratification, which has representation from a variety of University communities including management, students and Unions.**
- Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations: **This policy/code of practice/guidance/system is applicable to all staff and students under the Health and Safety Policy, and any impact will be managed under that.**

F. Equality Impact Assessment Outcome

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision

Option 1: No change required – the assessment is that the policy/practice is/will be robust.
Yes

Option 2: Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.

Option 3: Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified.

Option 4: Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.

G. Action and Monitoring

1. Specify the actions required for implementing findings of this EqIA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above).
2. When will the policy/practice next be reviewed? **Review will be undertaken if there are substantial changes to the system by Cardinus.**

H. Publication of EqIA

Can this EqIA be published in full, now? **Yes**

If No – please specify when it may be published or indicate restrictions that apply:

I. Sign-off

EqIA undertaken by: **Lawrence Dickson, Health and Safety Training and Audit Lead.**

Accepted by: **Lawrence Dickson, Health and Safety Training and Audit Lead.**

Date: **16th November 2022**

Retain a copy of this form for your own records and send a copy to equalitydiversity@ed.ac.uk