



THE UNIVERSITY *of* EDINBURGH

Equality Impact Assessment

If you require this template in an alternative format, such as large print or a coloured background please contact HRHelpline@ed.ac.uk.

You'll find it useful, before filling in this assessment template, to complete the online course:

[Introducing Equality Impact Assessment](#)

This template is designed to be used alongside the:

EqlA [Guidance and Checklist](#)

EqlA [Policy Statement](#)

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

A. Key Information	
Policy/practice name:	Review of University H&S Policy – with revised H&S Statement, Framework on Managing Health and Safety and
General background/aims of policy/practice:	The University H&S Policy requires to be reviewed on a regular basis. The full policy has not been reviewed since c2015, and this review has made changes to the layout and content of the Policy and clarifies management responsibilities and governance of h&s at the University. In addition, a specific section of the Policy (Section 11) has undergone a more in-depth review and update, overseen by a Steering Group. This portion of the project has its own EqlA as it pertains to update in role descriptors.
School/Dept:	Health, Safety and Wellbeing Department
Assessed by: (name & job title)	Candice Schmid, Deputy Director (Operational Management and Core Safety Advisory Services)
Sign off by: (name & job title)	Suzanne Thompson, Director of Health and Safety
Sign off date:	01/05/2025
Review date:	14/11/2026 to allow for implementation and embedding of the policy

B. Reason for EqlA	(check one)
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New policy/ practice is proposed	<input type="checkbox"/>
Change to existing policy/practice is proposed	<input checked="" type="checkbox"/>
Other (describe in Section D below)	<input type="checkbox"/>

C. Who will most impacted by this proposal?

Consider carefully how your proposal will impact both positively and negatively on people from different groups.

Consider the 9 protected characteristics as below in your proposal. There may be other identity characteristics that you wish to also include in your impact assessment. It is expected that you will consider all equality groups for impact. Please indicate below (with a tick) which groups you feel will be most affected by your proposal.

Age	<input checked="" type="checkbox"/>	Race (including ethnicity and nationality)	<input type="checkbox"/>	Marriage and civil partnership¹	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	Religion or belief (including no religion or belief)	<input type="checkbox"/>	Sex	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	Pregnancy and maternity	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>
Other characteristics	<input type="checkbox"/>				

D. Consideration of Impact

Show your considerations of how all of the above protected characteristics may be impacted. The following prompts will help you to reflect:

- What information and evidence do I have about the needs of relevant equality groups – is this sufficient to fully assess impact?
- Could this policy/practice lead to discrimination (direct or indirect), harassment, victimisation, or create barriers or less favourable treatment for particular groups and how can you mitigate any negative impacts?
- Does this policy/practice contribute to advancing equality of opportunity and fostering good relations?

¹ Note: only the duty to eliminate discrimination applied to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

- How can communication of the policy/practice be made accessible to all relevant groups?

The EqlA on the impact on the SSA role (referenced above) has reviewed the potential impact on age and disability as it pertains to the people role affected. The review of the full policy and frameworks associated should have no impact over and above these considerations. A number of H&S Regulations do require different behaviours or management of certain protected characteristics, for example women of childbearing age in the Lead at Work Regulations, and these are dealt with individually when staff or students are directly affected by guidance and risk assessment.

The new Health, Safety and Wellbeing Policy aims to be inclusive and non-discriminatory and has been written with this in mind. The draft policy was shared with senior leadership as well as members of the University Safety, Health and Wellbeing Committee, which includes recognised Health and Safety Trade Union representatives, for comment and consultation, no matters were highlighted. It was approved by Court at the December 2024 meeting and to be launched during 2025.

E. 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.	(check one)
Outcome 1: No change required – the assessment is that the policy/practice is/will be robust.	<input checked="" type="checkbox"/>
Outcome 2: Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations.	<input type="checkbox"/>
Outcome 3: Continue the policy or practice despite the potential for adverse impact, and which can be justified.	<input type="checkbox"/>
Outcome 4: Stop the policy or practice as there are adverse effects which cannot be prevented/mitigated/or justified.	<input type="checkbox"/>

F. Action and Monitoring

Describe any actions you will take to address the findings of this EqlA.

- How can I involve equality groups or communities in the ongoing monitoring, review and potential future development, of this policy/practice?

Describe how the policy/practice will be monitored going forward, to ensure that impact is frequently reviewed. Make sure you add a review date in Section A above.

The impact of the Policy will be reviewed over the coming years to ensure it has not adversely affected any equality groups. Feedback will be sought from identified cohorts as well as any ad hoc feedback or comments considered by the Directorate in the Health and Safety Department. Any significant issues will be shared with the University Health, Safety and Wellbeing Committee for consideration.

G. Publish

Send your completed EqIA to the HR EDI team (equalitydiversity@ed.ac.uk) to published, and keep a copy for your own records.