



## Equality Impact Assessment – Health and Safety Department

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

<p><b>A.</b> Policy/Practice (name or brief description): Review of University Health and Safety Policy – Framework: Organisation, Section 11 Aim is to review current competent h&amp;s provision with a view to ensuring consistency, support and career progression.</p>
<p><b>B.</b> Reason for Equality Impact Assessment (Mark <b>yes</b> against the applicable reason):</p> <ul style="list-style-type: none"><li>• Proposed new policy/practice</li><li>• Proposed change to an existing policy/practice</li><li>• Undertaking a review of an existing policy/practice <b>Yes</b></li><li>• Other (please state):</li></ul>
<p><b>C.</b> Person responsible for the policy area or practice:</p> <p>Name: Suzanne Thompson</p> <p>Job title: Director</p> <p>School/service/unit: <b>Health and Safety Department</b></p>
<p><b>D.</b> An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:</p> <ul style="list-style-type: none"><li>• affects primary or high level functions of the University <b>Yes</b></li><li>• is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? <b>Yes</b></li><li>• It is one which interested parties could reasonably expect the University to have carried out an EqlA? <b>Yes</b></li></ul>
<p><b>E.</b> Equality Groups</p> <p>To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s) – <b>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.</b></p> <ul style="list-style-type: none"><li>• Age – <b>potentially as this review relates to staff remits and may have an impact on qualifications and experience required to fulfil the remit. Any such issues will be carefully considered and only adopted if the job requirements prove to be mandatory.</b></li><li>• Disability - <b>potentially as this review relates to staff remits and may have an impact on qualifications and experience required to fulfil the remit. Any such issues will be carefully considered and only adopted if the job requirements prove to be mandatory.</b></li></ul>

- race (including ethnicity and nationality) - **No**
- religion or belief - **No**
- sex - **No**
- sexual orientation - **No**
- gender reassignment - **No**
- pregnancy and maternity - **No**
- marriage or civil partnership<sup>1</sup> - **No**

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups: **Aspects of age or disability may come into the equation during review of remit and job descriptions. However, any factors will only be accepted if the requirements prove to be mandatory for the successful implementation of the changes agreed. It is unlikely that these will impact age but disability may be a factor, depending on criteria.**
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: **A Steering and Project Group has been set up to review as-is conditions and consider changes/improvements. In addition, workshops with these staff positions potentially affected as well as senior staff are planned.**
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: **As noted above, the protected characteristics affected will be taken into account during the review and all efforts will be made to ensure there are no discriminatory practices built in.**
- If the policy/practice contributes to advancing equality of opportunity<sup>2</sup> : **It may advance equality as a more consistent role description and career progression for competent H&S Advisers, which may open up the field for staff that previously may not have applied.**
- If there is an opportunity in applying this policy/practice to foster good relations: **Changes may affect how h&s is perceived or managed at school/department level, however, the aim is to improve structure and advice available, which should positively impact the University community and, subsequently, the local community.**
- If the policy/practice create any barriers for any other groups? : **None**
- How the communication of the policy/practice is made accessible to all groups, if relevant? : **Will be disseminated via email, website, TEAMS messages, BLOGS, SharePoint**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? : **Outcomes will be 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.**

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

<sup>2</sup> This question does not apply to the protected characteristic of marriage or civil partnership

- 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: **The University Health and Safety Policy is applicable to all staff and students and changes may affect how h&s is perceived or managed at school/department level, however, the aim is to improve structure and advice available, which should positively impact the University community.**

#### 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.

**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 **Yes – any aspects that could affect the equality of the outcomes will be taken into account during review stage and, as much as possible, removed.**

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

#### G. Action and Monitoring

- Specify the actions required for implementing findings of this EqlA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above). **This EqlA covers the project to review the Policy competent advice section 11 and will continue to evolve as the project moves forward. Another EqlA will be completed following the findings of the review.**
- When will the policy/practice next be reviewed? **Current ongoing objective to review the full University Health and Safety Policy during 2023/24**

#### H. Publication of EqlA

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

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

#### I. Sign-off

EqlA undertaken by (name(s) and job title(s)): Candice Schmid, Deputy Director (Operational Management and Core Safety Advisory Services)

Accepted by (name): Suzanne Thompson, Director of Health and Safety  
[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.]

Date: 14/11/2024

Retain a copy of this form for your own records and send a copy to [equalitydiversity@ed.ac.uk](mailto:equalitydiversity@ed.ac.uk)

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