



Equality Impact Assessment

Before carrying out EqlA, you should familiarise yourself with the University's EqlA Policy Statement and Guidance and Checklist Notes, and undertake our online training on Equality and Diversity and EqlA. These, along with further information and resources, are available at www.ed.ac.uk/schools-departments/equality-diversity/impact-assessment

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.

A. Policy/Practice (name or brief description): **School of Engineering Health & Safety Policy**

B. Reason for Equality Impact Assessment (Mark **yes against the applicable reason):**

- 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: **Andy McDermott**

Job title: **Health & Safety Officer**

School/service/unit: **School of Engineering**

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 - yes**
- is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)?
- **It is one which interested parties could reasonably expect the University to have carried out an EqlA? - 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 in the School 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 partnership¹

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:
- Any gaps in evidence/insufficient information to properly assess the policy, and how this be will be addressed: **None**
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups: **No**
- If the policy/practice contributes to advancing equality of opportunity² **None**
- If there is an opportunity in applying this policy/practice to foster good relations: **No**
- 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 School Health and Safety Policy**
- How the communication of the policy/practice is made accessible to all groups, if relevant? **Will be disseminated via email, H&S SharePoint site and internal School newsletter**
- How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? **N/A**
- 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 guidance is applicable to all staff under the School 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.

¹ 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.

² This question does not apply to the protected characteristic of marriage or civil partnership

G. Action and Monitoring

1. 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).
2. When will the policy/practice next be reviewed? **Annually from date of issue**

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)): **Andy McDermott School of Engineering Health & Safety Officer**

Accepted by (name):

[This will normally be the person responsible for the policy/practice named above. If not, specify job-title/role.] **Professor Guangzhao Mao - Head of School of Engineering**

Date: **10/3/2025**

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