

Equality Analysis (EA's) Template

1. Title of policy, programme, framework or organisational change being analysed.

'Health & Safety Policy'.

2. Please state the aims and objectives of this work and the intended equality outcomes. How does this proposal link to the organisation's business plan or Values and Beliefs?

Comply with the Health & Safety at Work Act in providing an overarching policy that has a clear statement of intent on what the Trusts commitments and values are for health & safety. The organisational arrangements put in place to deliver on that statement of intent and the organisational chart clearly states how the hierarchy of the Trust is set out.

3. Who is likely to be affected? Eg: staff, patients, service users (please refer to appendix 1)

Everyone who works, uses or visits the Trust premises.

4. Using the 'Equality Definitions' template - What evidence do you have of the potential impact (positive or negative)? Include any supporting evidence eg: research, data or feedback from engagement activities

4.1 Disability

N/A

4.2 Sex (Male or Female)

N/A

4.3 Race

N/A

4.4 Age

N/A

4.5 Transgender

N/A

4.6 Sexual Orientation (this will include lesbian, gay and bi sexual as well as heterosexual people)

N/A

4.7 Religion or belief (includes religion, beliefs or no religion or belief)

N/A

4.8 Marriage and civil partnership

N/A



4.9 Pregnancy and maternity (this can include impact on working arrangements and infant caring responsibilities)

There is a section within the policy that quantifies the extra duty of care provided for vulnerable groups, including new and expectant mothers.

5.0 This table should be completed with all actions identified to mitigate any negative effects List of Actions:	Action Plan	Target Date	Review Date	Person Responsible
The policy is overseen by the health and safety committee to review on an annual basis. This may be altered by changes in legislation.	Agenda item at the health and safety committee 28 th Sept 2015. Onto the OMB and JBD for ratification then launch of the policy through broadcast and monitor compliance through the health and safety committee.	25 th Jan 2016	Jan 2019 or sooner if there are legislative changes.	Director of Human Resources and Organisational Development

6.0 Sign off

Name and signature of person who carried out this analysis: Paul Knight

Date analysis completed: September 28th 2015

Name and signature of line manager: Alison Kingscott

Date analysis approved by line manager: September 28th 2015

Copy forwarded to Equality and Diversity Department:



Equality Definitions

The Equality Act 2010 identifies a number of groups or 'characteristics' protected against discrimination.

Protected Characteristic	Who to consider	Issues
Age	Refers to a person belonging to a particular age (eg, 32 year olds) or range of ages (eg, 18-30 year olds) Equality Act legislation defines age as 18 years and above	<ul style="list-style-type: none"> • Assumptions based on the age range, capabilities, experience, eg children / young people as carers, teenage parents. • Access to services – physical, information for older population, technology issues.
Sex	A man or a woman	<ul style="list-style-type: none"> • Issues which can particularly affect women (who are predominantly the main carers) include physical access, eg pushchairs, and restrictions on time because of caring duties, eg difficulty in arranging appointments or attending events. • Under-representation, isolation, domestic violence. • Pensions, low incomes.
Race	Refers to an individual or group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. Romany Gypsies and Irish Travellers are protected from discrimination under the Race protected characteristic	<ul style="list-style-type: none"> • Access to services – communication, language, translation, different cultural traditions, customs, lifestyles • Difficulty in arranging appointments/attending events due to work patterns. • Social isolation, vulnerable to harassment and hate crime
Religion or Belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs, including lack of belief (e.g Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition. (Excludes political beliefs)	<ul style="list-style-type: none"> • Assumptions about lifestyle, disrespect for certain viewpoints. • Timings for events; some days and times have religious significance so attending appointments or events can become an issue. • Space for worship or reflection
Sexual Orientation	Whether a person's attraction is towards their own sex, the opposite sex or both sexes.	<ul style="list-style-type: none"> • Assumptions about lifestyle, family type, partners. • Isolation, invisibility, vulnerable to harassment and hate crime



Marriage and Civil Partnership	Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships recognised as 'civil partnerships'. Civil Partners must be treated the same as married couples on a wide range of legal matters.	<ul style="list-style-type: none"> • Same rights for same sex couples – pensions, childcare etc
Disability	A person has a disability if they have a physical or mental impairment which has a substantial and long term effect on that person's ability to carry out normal day-to-day activities. Includes mobility, sight, speech and language, mental health, HIV, multiple sclerosis, cancer.	<ul style="list-style-type: none"> • Access issues – physical, communication, formats, signage, carers, low income • Vulnerable to harassment and hate crime
Pregnancy & Maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In non-work context, protection against maternity discrimination is for 26 weeks after giving birth. This includes treating a woman unfavourably because she is breastfeeding.	<ul style="list-style-type: none"> • Includes treating a woman unfavourably because she is breastfeeding.
Gender Reassignment	The process of transitioning from one gender to another.	<ul style="list-style-type: none"> • Assumptions and ignorance. • Social isolation, vulnerable to harassment and hate crime. • Changing rooms and toilets can become an issue.
Additional characteristics important to area	Eg - areas of rurality - can affect the way we deliver services. Rural issues are an important factor when completing an EA's.	<ul style="list-style-type: none"> • Access to transport – public and personal, travel can be expensive. Transport issues affects all groups. • Isolation • Poorer ICT connections/access to broadband

