



## Equality Impact Assessment form

### 1) Name the Strategy, Policy, and Procedure or Function being assessed.

Corporate Health and Safety Policy

### 2) What are the aims of the strategy, policy, procedure or function being assessed?

Whose need is it designed to meet?

Are there any measurable elements such as time limits or age limits?

The aim of this policy is to comply with the requirements of the Health & Safety at Work Act (HASAWA) 1974 and other relevant statutory provisions. This policy works in line with the Derby Homes safety management system, following the HSE's HSG65 'Managing for H&S' and to ensure, so far as is reasonably practicable, a healthy and safe environment for all employees, tenants and any other persons affected by Derby Homes working practices.

- Advising management upon all health & safety matters, legislation, writing core procedures, policies, and guidance notes.
- Conducting health & safety audits to ensure compliance throughout the company undertaking using statutory health & safety standards.
- The provision and delivery of health & safety training.
- Advising managers upon matters concerning the health and safety of the employees under their control.
- The supervision and control of all designated First Aid facilities.

### 3) Who has been consulted?

No change to policy – on refresh, of material change the TU's will be consulted.

### 4) Identify potential impact on each of the of the diversity 'groups' by considering the following questions. There may be other questions you need to think about which are specific to the strategy, policy, procedure or function you are assessing.

- Might some groups find it harder to access the service?

- Do some groups have particular needs that are not well met by the current service, policy, procedure or function?
- What evidence do you have for your judgement (e.g. monitoring data, information from consultation / research / feedback)?
- Have staff / residents raised concerns and or complaints?
- Is there any local or national research to suggest there could be a problem?

Please use the table below to record your findings / answers

| Strand             | No Impact | Negative Impact | Positive Impact | Comments / Evidence                                                                                                                                                                                                                      |
|--------------------|-----------|-----------------|-----------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Age                | x         |                 |                 |                                                                                                                                                                                                                                          |
| Disability         | x         |                 |                 | The policy helps us to ensure that we take proper account of individual needs and vulnerabilities. If we did not do this, we might unlawfully discriminate against people on the basis of disability or other protected characteristics. |
| Gender             | x         |                 |                 | No negative effect has been identified has been identified as applying to any specific gender group.                                                                                                                                     |
| Race               | x         |                 |                 | No negative effect has been identified as applying to any specific racial/ethnic group.                                                                                                                                                  |
| Religion & Belief  | x         |                 |                 | No negative effect has been identified as applying to any Religion                                                                                                                                                                       |
| Sexual Orientation | x         |                 |                 | No negative effect has been identified sexual orientation                                                                                                                                                                                |
| Transgender        | x         |                 |                 | No negative effect has been identified transgender employee/                                                                                                                                                                             |
| Marital Status     | x         |                 |                 | No negative effect has been identified any particular marital group                                                                                                                                                                      |

## 5) Does the strategy, policy, practice or function promote equality of opportunity?

- Does it link to Derby Homes Core objectives
- Can any positive impacts be promoted as best practice

This policy does not directly promote inclusivity but provides a clear framework for Health and Safety. The advantage of a written policy is that it will help to ensure that the Health and Safety provisions are applied consistently across the organisation which helps towards promoting equality and diversity.

The policy helps us to ensure that we take proper account of individual needs and vulnerabilities. This can help us to advance equality of opportunity between, for example, people with a disability and those without.

**6) If 'adverse Impacts' are identified, is it?**

- Legal (i.e., not discriminatory)
- What is the level of impact?

**7) Are there any changes you could introduce which make this strategy, policy, procedure or function, work better for this group of people? Detail the actions planned and any further research or consultation required and how the actions will be monitored.**

No

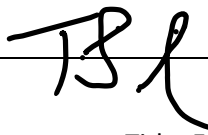
**8) If actions / suggestions for improvement have been identified, what should the positive outcome be for Derby Homes customers?**

N/A

**9) Do you consider a full Equality Impact Assessment is required or do the actions identified and planned meet the adverse impacts identified?**

No

**Monitoring**

|                                                      |                                                                                                         |
|------------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| <b>Review / New EIA (date or Timeframe)</b>          | Triennial                                                                                               |
| <b>Name of person/s completing this form</b>         | Taranjit S Lalria                                                                                       |
| <b>Date assessment completed</b>                     | 26/10/2023                                                                                              |
| <b>Name (and signature) of manager approving EIA</b> | Taranjit Lalria<br> |

