

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

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| Policy / procedure / event title | P501 - Health & Safety Policy | |
| Policy holder | Chris Nix | |
| Job title | Director of Estates | |
| Contact details | 01603 731229 chris.nix@eastonotley.ac.uk | |
| Directorate owner | Chris Nix | |
| Date of completion | 6 th November 2013 | |
| Step A | | |
| What are the aims, perceived benefits and suggested outcomes? | | |
| To provide a comprehensive document which can be accessed by all staff for guidance. To ensure, to the best of the College's ability compliance with current Health & Safety Legislation. | | |
| Step B | | |
| Do you have any data showing how the policy has been received and whether it is successful? | | |
| This policy has been pulled together from the original Easton campus and Otley campus policies. Each campus had used the policies to raise awareness of health and safety issues at induction and throughout employment. It meets legislative requirements and industry best practice. No issues have been raised during the past three years in regards to this policy. | | |
| Step C | | |
| Which equality strands could the policy, procedure or event impact upon? | | |
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| Strand | Notes | |
| Ethnicity / Race / Language | This policy will be applied fairly and consistently to all employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. | |
| Pregnancy / Maternity | This policy will be applied fairly and consistently to all employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. | |
| Disability | This policy will be applied fairly and consistently to all | |

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| | employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. |
| Gender | This policy will be applied fairly and consistently to all employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. |
| Religion | This policy will be applied fairly and consistently to all employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. |
| Age | This policy will be applied fairly and consistently to all employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. |
| Sexuality | This policy will be applied fairly and consistently to all employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. |
| Gender Reassignment | This policy will be applied fairly and consistently to all employees of every protected characteristic. The College does not believe there will be a greater impact upon any one characteristic. |
| Full impact assessment required? | YES <input type="radio"/> NO <input checked="" type="radio"/> (please circle) |
| This will be conducted by: _____ (date) | |
| A copy of this form should be sent to the holder of the policy, procedure or event organiser | |

EIA completed 6/11/2013 by Liz Howard and agreed by the H&S committee – Easton campus.