

APPENDIX 3

Equality Impact Assessment Summary

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Policy/Service: Management of Reduction and Stress Policy

<p>Background</p> <ul style="list-style-type: none">• Description of the aims of the policy• Context in which the policy operates• Who was involved in the Equality Impact Assessment
<p>This policy has been developed to comply with the requirements of the Management of Health and Safety at Work Regulations to ensure that all risks to staff (including stress) are assessed.</p>
<p>Methodology</p> <ul style="list-style-type: none">• A brief account of how the likely effects of the policy was assessed (to include race and ethnic origin, disability, gender, culture, religion or belief, sexual orientation, age)• The data sources and any other information used• The consultation that was carried out (who, why and how?)
<p>The policy is based on guidance provided by the Health and Safety Executive and is not likely to have any Equality or Diversity implications.</p>
<p>Key Findings</p> <ul style="list-style-type: none">• Describe the results of the assessment• Identify if there is adverse or a potentially adverse impacts for any equalities groups

The policy is based on current legislation and there are no potential impacts for any equality groups.

Conclusion

- Provide a summary of the overall conclusions

The policy provides fair, consistent guidance on managing health and safety in the workplace.

Recommendations

- State recommended changes to the proposed policy as a result of the impact assessment
- Where it has not been possible to amend the policy, provide the detail of any actions that have been identified
- Describe the plans for reviewing the assessment

No changes recommended.

Guidance on Equalities Groups

Race and Ethnic origin (includes gypsies and travellers) (consider communication, access to information on services and employment, and ease of access to services and employment)

Religion or belief (include dress, individual care needs, family relationships, dietary requirements and spiritual needs for consideration)

<p>Disability (consider communication issues, access to employment and services, whether individual care needs are being met and whether the policy promotes the involvement of disabled people)</p>	<p>Sexual orientation including lesbian, gay and bisexual people (consider whether the policy/service promotes a culture of openness and takes account of individual needs)</p>
<p>Gender (consider care needs and employment issues, identify and remove or justify terms which are gender specific)</p>	<p>Age (consider any barriers to accessing services or employment, identify and remove or justify terms which could be ageist, for example, using titles of senior or junior)</p>
<p>Culture (consider dietary requirements, family relationships and individual care needs)</p>	<p>Social class (consider ability to access services and information, for example, is information provided in plain English?)</p>