

EQUALITY IMPACT ASSESSMENT

STAGE 1

Ensure that: discrimination is eliminated; equality of opportunity is promoted and good race relations are promoted.

POLICY NAME: Dangerous Substances and Explosive Atmospheres (DSEAR)

Date written: December 2006
Date policy assessed: 4th January 2007
Lead person responsible for policy: Jane Young (Assistant Health & Safety Advisor/Trainer)
Person responsible for assessment: Andrew Seaton (Assistant Director Quality & Risk)
Date for review: 1st April 2009

	Comment	Any adverse impact or potential to discriminate on grounds of:					
		Race	Disability	Age	Religion	Gender	Sexuality
1. Identify the main aims of the policy	The policy is concerned with the protection against risks from fire, explosion and similar events arising from dangerous substances used or present in the workplace	X	X	X	X	X	X
Who are the beneficiaries of the policy?	The policy is intended not only to protect employees, but also other persons whether at work or not, who may be put at risk by dangerous substances. This includes employees working for other employees, visitors to the site and members of the public. However when considering arrangement to deal with incidents etc the Trust only has a duty to personnel who are at the workplace.						
Prompts:							
1.1 What is the purpose of the policy?							
1.2 What are you trying to achieve through the policy?							
1.3 Is responsibility shared with another department? Explain.							
1.4 Have you involved partners and stakeholders in the policy development and assessment?							

2. Collect information	Comment	Potential for discrimination?					
		Race	Disability	Age	Religion	Gender	Sexuality
<p>Prompts: 2.1 Have you current reliable information about the different groups the proposed policy is likely to affect?</p> <p>Speak to stakeholders.</p> <p>Prompts:</p>	<p>Policy submitted to representatives of both Laboratories and Estates consultation then to the wider group of all employee consultation</p>	X	X	X	X	X	X
<p>2.2. Is more information required? If so how are you going to gather it? If there is insufficient information – you may have to make a judgement this time and ensure more information / indicators are collected for the next review.</p>							
<p>2.3 Consider – when relevant: PALS Analysis of Complaints Risk management Demographic data Recent research findings Studies of deprivation Recent surveys Equality monitoring data Qualitative information from all stakeholders including the public. Any comparisons with similar policies? Recommendations of inspection or audit reports.</p>							

	Comment	Discrimination? unequal access?					
		Race	Disability	Age	Religion	Gender	Sexuality
3. Decide if the policy is relevant to the duty to promote good relations between racial groups; to eliminate discrimination on grounds of race, disability, age, religion, sexuality or gender; to promote equality of opportunity; to promote equality of access.		X	X	X	X	X	X
Prompts:							
3.1 Could the consequences differ according to a racial group or disability because a group or persons have a particular need or belief?							
3.2 Is there any reason to believe that people could be affected differently by the policy – according to racial group/ disability / age/gender/religion/ sexuality? (eg access to services or the ability to take advantage of proposed opportunities)							
3.3 Could the policy discriminate unlawfully, directly or indirectly against people from some racial groups /people with a disability/ on account of age, gender, religion or sexuality?							
3.4 Is there any evidence that some people may have different expectations of the policy? Eg different racial groups/ people with a disability/ people with different religious beliefs or on grounds of age, gender or sexuality.							
3.5 Is the policy likely to affect relations between certain groups? (eg favouring one racial group)							
3.6 Is the policy likely to damage relations between any particular group?							

IF YOU HAVE ANSWERED YES TO ANY QUESTION, PROGRESS TO STAGE 2.