

Equality Analysis Toolkit

Equality Analysis (EA) will help you to consider the impact that a proposed policy, practice, project, or service might have on different people at Goldsmiths.

This tool will enable you to reflect on a proposal to assess the perceived impact it might have. This will help you to reduce any adverse impact and draw on opportunities from any positive impact identified.

If you have any questions about how to complete this EA, please read the **EA Guidance** or contact the Equality, Diversity and Inclusion team: diversity@gold.ac.uk.

1. Proposal Information

Proposal Questions	Details
What is the proposal (policy, practice, project, service etc.) being assessed?	Personal Protective Equipment (PPE) Policy
Is this new or existing?	New
Department/Function area	Health and Safety
Lead contact	Head of Health and Safety
Date of analysis	June 2020
Stakeholders involved	H&S Committee, Estates & Facilities

2. Aims of the proposal

Questions	Details
What are the aims of the proposal and the intended outcome?	The aim of the policy is to ensure that personal protective equipment is provided, maintained and used safely in accordance with standards set out in the Personal Protective Equipment Regulations 1992, and other regulations (e.g. Control of Substances Hazardous to Health Regulation) so as to minimise the risk of injury to staff employed/working within the Trust.

3. Assessment of the proposal

Consider the impact your proposal might have on people who might identify with the protected groups below and explain why you have made that assessment.

Please tick the perceived level of impact (positive, negative, or no impact) and provide details.

Protected group	Impact	Details
Race	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	The regulations include arrangements for specific protected groups, such as Sikh's, Sikhs wearing turbans are exempt from the requirement to wear hard hats on construction sites.
Religion and/or belief	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	The regulations include arrangements for specific protected groups, such as Sikh's, Sikhs wearing turbans are exempt from the requirement to wear hard hats on construction sites.
Gender	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	
Disability	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	
Gender identity and/or gender reassignment	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	
Age	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	
Sexual orientation	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	
Marriage and/or civil partnership	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	

Protected group	Impact	Details
Pregnancy and/or maternity	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	Individual risk assessments for New and Expectant Mothers requires that reasonable adjustments are introduced where necessary, and new and expectant mothers are exempt for working with specific substances that are hazardous to health.
Other identified group (e.g. nationality)	Positive impact <input type="checkbox"/> Negative impact <input type="checkbox"/> No impact <input checked="" type="checkbox"/>	

4. Evidence considered

Questions	Details
a) What research/ information have you considered when making the above assessment?	<p>The PPE Regs require that any personal protective equipment supplied is suitable for the individual. This ensures that individuals from all protected groups are provided with PPE that is suitable and sufficient.</p> <p>The regulations include arrangements for specific protected groups, such as Sikh's, Sikhs wearing turbans are exempt from the requirement to wear hard hats on construction sites.</p> <p>Individual risk assessments for New and Expectant Mothers requires that reasonable adjustments are introduced where necessary, and new and expectant mothers are exempt for working with specific substances that are hazardous to health. There have been no known breaches of the regulations relating to protected groups.</p> <p>Media and HSE reports of incidents relating to the use of PPE would be assessed and any relevant changes to policies, procedures, training or equipment would be initiated.</p>

Questions	Details
b) Are there any gaps in information?	No
c) If so, what steps can you take to address these gaps?	N/A

5. Engagement

Questions	Details
Who have you engaged with to help you make the above assessment?	Estates and Facilities, Health and Safety team, staff side Health and Safety Reps, Health and Safety Committee Members

6. Mitigating impacts and utilising opportunities

Questions	Details
a) Of the assessment made above, what are you intending to do to reduce, minimise or eliminate any negative impact identified?	N/A
b) If a positive impact has been identified what are you going to do to promote, develop, or utilise this opportunity?	PPE wearing is to be promoted and monitored during this period of review.

7. Monitoring and Review

Questions	Details
How will you monitor the actual impact that your proposal has had following its implementation?	<ul style="list-style-type: none"> Incident/Accident Report increases Occupational Health referral increases
What date will you do this review?	January 2021

8. Summary

Questions	Details
Please summarise the outcome of this assessment and state any actions you will be taking as a result.	The perceived level of impact of this policy is low level.
EA has been completed by:	Wesley Mason

9. Approval

Name of Head of Service: Jeanette Batten

I am satisfied with the results of this EA and agree to ensure that a review is undertaken following the implementation of the proposal to assess its actual impact (as set out in section 7).



Signed:

Date: 2 July 2020

Please note: You may be asked to share your EA to demonstrate that you have considered Equality and Diversity as an integral part of developing and implementing your proposal.