

Thanet District Council (TDC) Equality Impact Assessment

Step one: test for relevance

1 Person responsible for this assessment

Name:	Stewart Bundy (Health and Safety Compliance Officer)		
Job title:	Health and Safety Compliance Officer		
Phone:	Mob: 07881 319834		
Service area:	Corporate Resources Health & Safety	Date of assessment:	8/03/2024

2 Others involved in carrying out the analysis

Name:	Rebekah Sexton Health & Safety Support Officer
Name:	Richard Knight (Policy Manager)
Name:	

3. Description of strategy, policy, service, project, activity or decision

Title:	Health and Safety Strategy
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Is it new?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
A review of existing?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>

3.1 Aims and Objectives

Consider: **what** you are doing? **why** you are doing it? **who** will benefit?

Overall, introducing a 4-year council employee health and safety strategy can bring several benefits to both the employees and the organisation as a whole. This strategic investment is in the council's most valuable asset – its employees. It not only ensures legal compliance but also contributes to a positive workplace culture and improved organisational performance.

3.2 What outcomes are expected? Who is expected to benefit?

The Strategy aims to support the strategic and operational management of the Council and looks to go beyond the traditional health and safety role of simply preventing harm. The Strategy commits the Council to continually improve the health and safety of its staff and any other person affected by its activities.

4 Who is affected?

- 4.1 Which groups or individuals does the strategy, policy, service, project, activity or decision affect? For example, the Council, employees (including temporary workers), other public authorities, contractors, partner organisations, the wider community, others.

The strategy covers all services of the Council and places responsibilities on the Chief Executive, Directors, Heads of Service and Elected Members to ensure, so far as reasonably practicable, the health and wellbeing at work of all employees and others who may be affected by the Council's work operations. All employees and everyone who uses Council services will benefit from the effective and efficient application of this Strategy.

- 4.2 Does the strategy, policy, service, project, activity or decision relate to a service area with known inequalities? (Give a brief description).

This strategy is for employees from and across all the protected characteristics (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion/belief, sex and sexual orientation).

5 Equality Act 2010

How does the strategy, policy, service, project, activity or decision actively meet the public sector equality duties to:

Eliminate unlawful discrimination (including harassment, victimisation and other prohibited conduct)

The strategy covers all employees across the organisation and aims to treat everyone fairly regardless of protected characteristics. It seeks to ensure that there are no barriers to anyone accessing and making use of the strategy and related procedures.

Advance equality of opportunity (between people who share a protected characteristic and people who do not share it)

The strategy as a whole seeks to advance equality of opportunity for and between different protected groups.

Foster good relations (between people who share a protected characteristic and people who do not share it). Could it have an adverse impact on relations between different diverse groups?

Involving employees in the development and implementation of the health and safety strategy fosters a sense of ownership and engagement. Employees who are actively involved in safety initiatives are more likely to adhere to safety protocols. The purpose and intended outcomes of the strategy are to foster good relations between and across protected groups.

6 Priority

The following questions will help you to identify whether this 'service' is a high priority. Please answer all questions with particular reference to the protected characteristics; race, gender, gender reassignment, disability, religion or belief, sexual orientation, age, marriage and civil marriage/partnership and pregnancy and maternity.

Please provide a comment for each answer, providing evidence for your answer, regardless whether you have answered yes or no.

Questions	Yes	No
1. Are there any particular groups who may have trouble accessing the 'service'?		No
Comments: All employees and everyone who uses Council services will benefit from the effective and efficient application of this Strategy.		
2. Does your information suggest that some groups of people are less satisfied than others with this 'service'?		No
Comments: None known, that is specifically for a Health and Safety Strategy. The health and safety process involves the assessment of risk about existing Council policies, plans and activities which are themselves subject to equalities assessments.		
3. Will this service have a significant impact on any of our residents?		No
Comments: The organisation recognises that safety and performance are linked. Improving employees' ability to cope with the demands of work and to balance work and home life will ultimately lead to improved individual and organisational performance, and this will result in more effective and efficient services to our service users.		
4. Do you have any evidence that discrimination, harassment and/or victimisation could occur as part of this service?		No
Comments: A safe and healthy work environment contributes to a positive workplace culture.		
5. Do you think the service will hinder communication and negatively impact relations between the organisation and its employees, residents, contractors or anyone else?		No
Comments: No, not at all		
6. Does this service need to improve the way in which it is communicated to people who have literacy, numeracy or any other access needs?	Yes	
Comments: Digitalisation is ongoing across the council services, however, many of our operational staff have literacy, and numeracy needs, which have been raised by the H&S advisor to the Corporate Health & Safety Committee and additional support is being put in place to reduce or remove any potential negative impact(s), e.g infographics, group E-Learning.		
7. Does consultation need to be carried out?		No
Comments: The Council works very closely with Union colleagues to consult on work practices, Human Resources policies and work design which could impact employee wellbeing.		

In order to assess the priority of your 'service' please complete the table below by adding up how many questions you answered yes to and following the appropriate action.

Priority	Number of questions answered 'yes'	Rating	Action
High	3 or more		Continue to section 2
Medium	1 to 2	1	Please provide evidence to any questions you answered 'yes' to in section 1. Test for relevance complete (sometimes a full assessment may be required).
Low	0		Test for relevance complete.

If, following the completion of the test for relevance, a full assessment is not required, go straight to the declaration. If a full assessment is required, go to Step two: full equality impact assessment.

Declaration

I am satisfied that a Test for Relevance has been carried out on the matter named in this Analysis and conclude that a full Equality Impact Assessment **is not required**.

Yes No

If you do not think that a full Equality Impact Assessment is required – please give your reasons:

An overarching Equalities Impact Assessment has been undertaken and there is no reason to state at this time that the content of the Employee Health & Wellbeing Policy will negatively impact on any groups with protected characteristics. The policy focuses on improving the quality of life in the organisation for all.

I confirm that a full Equality Impact Assessment has been completed.

Yes No

Signature of Head of Service:	Date: 8/03/2024
	

Recommendations agreed:	Yes <input type="checkbox"/> No <input type="checkbox"/>
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Signed: (Director):	EIA date:
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