**Equality Impact Assessment - Preliminary Assessment Form**

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| *Title of the strategy, policy, service or project:*  | Working at Height Procedure  |
| *Service Area:* | All |
| *Lead Officer:* | Emma Watkins - Health and Safety Officer  |
| *Date of assessment:* | 07/03/2024 |
| *Is the strategy, policy, service (procedure) or project:*  | Procedure  |
| *Changed* | x |
| *New*  | ¨ |

**Section 1 – Clear aims and objectives**

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| 1. What is the aim of the strategy, policy, procedure or project?
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| The Council has a legal duty to comply with the Work at Height Regulations 2005 that set out to protect employees from injury and potential death caused by a fall from height. |

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| 1. Who is intended to benefit from the strategy, policy, procedure or project and how?
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| This procedure is for employees, contractors and any members of the public who may have access to areas with the work at height is taking place. The Council must comply with the Work at Height Regulations 2005 to ensure that appropriate measures and controls are in place to mitigate the risk of injury or harm as far as reasonably practicable.  |

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| 1. What outcomes do you want to achieve?
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| Accident statistics from the HSE show working form height is the biggest cause of injuries and deaths in the UK. The Council has a duty to ensure anyone (staff or contractors) that are working from height are safe and this also includes member of the public with access to the work area. To enable the Council to ensure employees and members of the public are safe the following must be taken into consideration.* Weather conditions which may compromise worker safety.
* Protection against falling objects or materials.
* Where necessary creating restricted access to people not directly involved in the project (eg. cordons or exclusion zones to limit access to contractors or members of the public)
* Ensuring all materials are safely stored.
* Thoroughly checking the working area for potential risks prior to work commencing.
* Ensuring that any equipment used is inspected before it is used.
* Ensure that appropriate work permits are in place where required
* Planning for emergency situations in advance and ensuring all workers are conversant with emergency protocol.
* To review the arrangements under this procedure to take account of any change in legislation, statutry guidance or increased levels of incidence resulating from employees or other working at heights
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|  | **Potentially positive impact** | **Potentially negative impact** | **No disproportionate impact** |
| Age  | ¨ | ¨ | x |
| Disability and long-term conditions | x | ¨ | ¨ |
| Gender reassignment | ¨ | ¨ | x |
| Marriage or civil partnership | ¨ | ¨ | x |
| Pregnant women and people on parental leave | ¨ | ¨ | x |
| Sexual orientation | ¨ | ¨ | x |
| Race | ¨ | ¨ | x |
| Religion or belief | ¨ | ¨ | x |
| Sex (Gender) | ¨ | **¨** | x |

**Section 3 – Recommendations and monitoring**

If you have answered that the strategy, policy, procedure or project could potentially have a negative impact on any of the above characteristics then a full Equality Impact Assessment will be required.

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| 1. **Should a full EIA be completed for this strategy, policy, procedure or project?**
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| ¨ *Yes* | ¨x *No* |  |
| Due to the nature and content of this procedure,all employees, and members of the public with a protected characteristic as defined under the Equality Act 2010 are not directly impacted by the procedure for the reporting of incidents and the subsequent action taken by the Council.This procedure has a positive impact on the following groups.**Disability** – Any member of staff identified as having a disability or health condition that is required to work height will be assessed by a medically competent person with reasonable adjustments and control measures, where reasonably practicable, to ensure their continued health and safety at work.  |

**Section 4 – Approval**

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

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| Reviewed by Head of Service | Name: | F Pittam |  |
| Date: | 19.03.24 | DD/MM/YY |

If further information regarding this assessment is required, please contact the Lead Officer for this assessment (outlined in Section 1.)