

## HDC Initial Equality Impact Assessment Form (EIA1)

<b>Service Area/Section</b>	Health and Enforcement Services	<b>Persons undertaking the assessment</b> (please also state name of contact officer)	Ruth Hollingsworth
<b>Name of policy or function to be assessed</b>	<b>Health and Safety Service</b>	<b>Date of assessment</b>	<b>New or existing policy</b> <b>Existing service</b>
		17 <sup>th</sup> June 2009	
1. Briefly describe the aims, objective or purpose of the policy, or service function.	To ensure that workplaces within Harborough District Council's area provide workplaces that are safe and without risks to health. To ensure that businesses comply with current health and safety legislation.		
2. Are there any associated objectives of the policy/function?	<b>To ensure that members of the public are able to work, or visit premises in safety.</b>		
3. Who is intended to benefit from this policy and in what way?	Business operators and consumers.		
4. What outcomes are wanted from this policy/function and for whom?	To ensure that businesses operate within legal requirements, and that levels of workplace accidents are reduced.		
5. How do these outcomes meet or hinder other policies, values, or objectives of HDC?			
6. What factors/forces could contribute/detract from the intended outcomes?	<b>Failure of businesses to comply with minimum standards despite intervention and encouragement.</b>		
7. Who are the main stakeholders in relation to this policy?	<b>Business operators</b>	8. Who implements the policy/function and is responsible for the policy?	Commercial Team, Health and Enforcement Services, under direction of Team Leader
9. Are there any concerns that the policy/function could		<b>N</b>	

have a differential impact on racial groups?			
<ul style="list-style-type: none"> <li>What existing evidence (either presumed or otherwise) do you have for this?</li> </ul>			<b>Anecdotal evidence from officers, and historical records of levels of compliance with health and safety regulations, show that compliance rates are no different in ethnic businesses.</b>
10. Are there any concerns that the policy/function could have a differential impact due to gender?		<b>N</b>	
<ul style="list-style-type: none"> <li>What existing evidence (either presumed or otherwise) do you have for this?</li> </ul>			
11. Are there any concerns that the policy/function could have a differential impact due to disability?		<b>N</b>	
<ul style="list-style-type: none"> <li>What existing evidence (either presumed or otherwise) do you have for this?</li> </ul>			All businesses are visited at their own premises, so access is not a problem. No evidence is recorded of difficulties communicating with this group although documents could be made available in other formats if required.
12. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?		<b>N</b>	
<ul style="list-style-type: none"> <li>What existing evidence (either presumed or otherwise) do you have for this?</li> </ul>			
13. Are there any concerns that the policy/function could have a differential impact due to age?		<b>N</b>	
<ul style="list-style-type: none"> <li>What existing evidence (either presumed or otherwise) do you have for this?</li> </ul>			Business operators can be any age and the policy is applied equally to all. There is no evidence of any differential impact from sources such as complaints or appeals.
14. Are there any concerns that the policy/function could have a differential impact due to religious belief?	<b>Y</b>		
<ul style="list-style-type: none"> <li>What existing evidence (either presumed or otherwise) do you have for this?</li> </ul>			Officers have recognised that it is sometimes inappropriate to inspect premises in the run up to the Christmas period. This will be extended to cover

			other religious festivals, unless there is urgent need to visit the premises.
15. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?		<b>N</b>	
<ul style="list-style-type: none"> <li>What existing evidence (either presumed or otherwise) do you have for this?</li> </ul>			
16. Could any differential impact identified in 9-15 amount to there being the potential for adverse impact in this policy?		<b>N</b>	The measures taken ensure that there is no adverse impact.
17. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?	<b>Y</b>	<b>N</b>	Not applicable
18. Should the policy proceed to a <b>full</b> impact assessment?		<b>N</b>	
19. If no, are there any recommended changes required to the policy to improve it around the equality agenda?	<p><b><u>Religion/Belief</u></b>  Staff should be made aware of the significance of cultural and religious events to help give advice. Religious events include Eid (Muslim), Diwali (Hindu), Vasakhi (Sikh) and Christmas (Anglo Indian). This should be a two way process e.g. religious/cultural representatives could be invited to give short seminars and representatives of the Commercial Team could attend festivals particularly where food and health and safety are an issue.</p> <p>Also, staff are not currently aware of all festival / religious holiday times. The Calendar of Religious/Cultural Holidays should be provided to all team members and a key dates put on a wall planner.</p> <p><b><u>Disability</u></b>  Levels of awareness within the officer team of the translation and interpretation policy of the</p>		

	Council could be improved. Ensure that this is covered by a core briefing session to ensure that where appropriate materials are being translated into other formats.
Additional notes/guidance (Policy Officer)	

Signed (completing officer) ..... Date 29/07/2009

Signed (completing officer) ..... Date   /  /  

Signed (Head of Service) ..... Date   /  /