

# EQUALITY IMPACT ASSESSMENT

Name of the service, policy or function being assessed: Asbestos Management

Directorate: Business Services

Date Impact Assessment completed: 06/07/07

Is this a policy or function? Policy  Function

Is this a new or exiting policy or function? New  Existing

## Names and roles of the people carrying out the Impact Assessment:

*(Explain why the members of the impact assessment team were selected i.e. the knowledge and experience they bring to the process also identify lead contact).*

1. Terry Hall
2. Mark Midgley
3. Bekki Ford
- 4.
- 5.

<b>Service Head:</b>	Catherine Wilson
<b>Signature:</b>	
<b>Date:</b>	

Once you have filled in this document please send a copy to the Faith Equality and Diversity Team

## SECTION 1

### AIMS AND IMPLEMENTATION OF THE POLICY

#### Identifying the aims of the policy<sup>1</sup>

*What is the policy?* Asbestos Management

*What is the aim, objective, or purpose of the policy?* To provide the standards and the guidance for the effective management of asbestos containing materials.

#### Rationale behind the policy and its delivery

*(Please state the underlying policy objectives that underpin this service and what they are trying to achieve).*

*Are there associated objectives of the policy? If so, what are they?*

To comply with current legislation.

*What outcomes do we want to achieve from this policy?*

The effective and efficient management of asbestos containing materials

*What factors could contribute/detract from the outcomes?*

Communication and management application

#### Who is affected by the policy? Who is intended to benefit from it and how?

*Who are the main stakeholders in relation to this policy?*

All employees, visitors, and contractors

*What outcomes would other stakeholder want from this policy?*

Effective and legally compliant asbestos management

*Are there any groups, which might be expected to benefit from the intended outcomes but which do not?*

No

#### Promotion of good relations between different communities

*(How does the policy or function contribute to better Community Cohesion?)*

*How do you promote good relations between different communities you serve based on mutual understanding and respect?*

NA

*What opportunities are there for positive cross-cultural contact between these communities to take place e.g. between younger and older people, or between people of different religious faiths?*

NA

<sup>1</sup> Please note the term 'Policy' is used for simplicity. The broad term can also refer to a function or a service.

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**(Specifically identify the relevance of the aims of the policy to the quality target groups and the Council's duty to eliminate unlawful racial discrimination, promote quality of opportunity and good relations between people of different racial groups).**

**Policy Priorities:**

*(How does the policy fit in with the council's wider aims? Include Corporate and Local Strategic Partnership Priorities)*

The Council aims to comply with all legal requirements

*How does the policy relate to other policies and practices within the council?*

The duty to manage asbestos is a legal requirement

*What factors/forces could contribute/detract from the outcomes?*

Communication and management application

*How do these outcomes meet or hinder other policies, values or objectives of the council?*

NA

**How the policy is implemented**

*(How is, or will, the policy be put into practice and who is, or will be, responsible for it?)*

*Who defines or defined the policy?*

Occupational Health and Safety in consultation with the Asbestos Working Group and in line with legislative requirements

*Who implements the policy?*

Occupational Health and Safety via Line Management

*How does the council interface with other bodies in relation to the implementation of this policy?*

The Health and Safety Executive have keen interest in the development and implementation of these Arrangements.

*Is the service provided solely by the Department or in conjunction with another department, agency or contractor?*

NA

*If external parties are involved then what are the measures in place to ensure that they comply with the Council's Equal Opportunities policy?*

The procurement process will require contractors comply with the above policy

## SECTION 2

### CONSIDERATION OF DATA AND RESEARCH

**List all examples of quantitative and qualitative data available that will enable the impact assessment to be undertaken** *(include information where appropriate from other directorates, Census 2001 etc.)*

NA

#### **Equalities profile of users or beneficiaries**

*(Use the Council's approved diversity monitoring categories<sup>1</sup> and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups)*

NA

#### **EQUALITIES PROFILE OF STAFF**

*(Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council).*

NA

#### **Evidence of Complaints against the service on grounds of discrimination**

*(Is there any evidence of complaints either from customers or staff (Grievance) as to the delivery of the service, or its operation, on the equality target groups?)*

NA

#### **Barriers**

*(What are the potential or known barriers to participation for the different equality target groups?)*

NA

#### **Recent consultation exercises carried out**

*(Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups)*

NA

<sup>1</sup> Diversity monitoring categories are available from the Human Resources team 01253 477069

**Identify areas where more information may be needed and the action taken to obtain this data.**

*(You will need to consider data that is monitored but not reported, data that could be monitored but is not currently collected and data that is not currently monitored and would be impossibly/extremely difficult to collect).*

**Gaps in information:**

NA

**Action needed:**

*(Include short-term measures to be taken to provide a baseline where no or little information is available)*

NA

## **SECTION 3**

### **ASSESSMENT OF IMPACT**

#### **RACE – TESTING OF DISPROPORTIONATE OR ADVERSE IMPACT**

Identify the effect of the policy on different **race** groups from information available above.

NA

How is the race target group reflected in the take up of the service?

From the evidence above does the policy affect, or have the potential to affect, racial groups differently and if so do any of the differences amount to adverse impact or unlawful discrimination?

No

If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for one racial group or for another legitimate reason?

NA

Could the policy discriminate, directly or indirectly and if so is it justifiable under legislation?

No

*(Include information on adverse impact between different racial groups)*

## Gender – testing of disproportionate or adverse impact

Identify the effect of the policy on **gender** groups from information available above.

NA

How are the gender groups reflected in the take up of the service?