

EQUALITY IMPACT ASSESSMENT

Name of the service, policy or function being assessed: Risk Assessment

Directorate

Business Services

Date Impact Assessment completed

03/01/07

Is this a policy or function?

Policy

Function

Is this a new or existing policy or function?

Reviewed and restructured policy

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. Stephanie Lowdon

3.

Service Head	Catherine Wilson
Signature	
Date	

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 policy¹

What is the policy?

Risk Assessment

What is the aim, objective, or purpose of the policy?

To provide standards and guidance on meeting the requirements of regulation 3 of the Management of Health and Safety at Work Regulations

Rationale behind the policy and its delivery

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

To ensure compliance with legislation

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

To help ensure safe systems of work and safe working environments for all employees.

What outcomes do we want to achieve from this policy?

Improved health and safety management and compliance with legislative requirements.

What factors could contribute/detract from the outcomes?

N/A

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?

Line managers and all employees.

What outcomes would other stakeholders want from this policy?

An effective procedure for ensuring safe systems of work and safe working environments for all employees.

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

No

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

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?

N/A

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?

N/A

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

N/A

Policy Priorities:

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

It fits with the Council's aim to comply with all current legislation and the requirement to ensure the health safety and welfare of all employees and those affected by the Council's undertakings.

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

These arrangements will supersede previous risk assessment procedures.

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

N/A

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

N/A

How the policy is implemented

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

The policy will be issued via H&S Advisers and copies placed in each section's OH&S Manuals. It will be posted on the intranet on the OH&S site and launched with a 'quicknote' message. The OH&S Manager is responsible.

Who defines or defined the policy?

OH&S Team

Who implements the policy?

OH&S Team and Line management

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

The Health and Safety Executive. Failure to comply with the arrangements could lead to prosecution; improvement or prohibition notices being served.

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

Line management are responsible for ensuring the risk assessment procedures are carried out for all activities that they manage.

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

N/A.