

Tollcross Housing Association Equality Impact Assessment



Name of the policy to be assessed	Health and Safety Policy	Is this a new policy or a revision?	Revision
Person(s) responsible for the assessment	Anne Fitzsimons		
<p>1. Briefly describe the aims, objectives and purpose of the policy / proposal</p>	<p>The policy is intended to outline the Association's commitment to planning and managing health and safety; to achieving acceptable standards; to reducing accidents; and to demonstrate to all employees that the Association is fully committed to their health, safety and welfare. It should be noted that Health & Safety guidelines are available to all staff and give a comprehensive outline of Health and Safety guiding principles.</p>		
<p>2. Who is intended to benefit from the policy / proposal? (e.g. applicants, tenants, staff, contractors)</p>	<p>This policy sets out the health and safety arrangements for Tollcross Housing Association (the Association) and applies to all employees (including temporary or agency staff), customers, and members of the public, suppliers and contractors.</p>		
<p>3. What outcomes are wanted from this policy / proposal ? (e.g. the benefits to customers)</p>	<p>To enable these statutory duties to be carried out, it is the policy of the Association, as far as is reasonably practicable, to ensure that responsibilities for safety and health are assigned, accepted and fulfilled at all levels; that all practicable steps are taken to manage the health, safety and welfare of all employees and to conduct the business in such a way that the health and safety of visitors, to any premises under our control, is not put at risk.</p>		
<p>4. Which protected characteristics could be affected by the proposal? (tick all that apply)</p> <p> <input type="checkbox"/> Age <input type="checkbox"/> Marriage & Civil Partnership <input type="checkbox"/> Disability <input type="checkbox"/> Race <input type="checkbox"/> Pregnancy/Maternity </p> <p> <input type="checkbox"/> Gender <input type="checkbox"/> Religion or Belief <input type="checkbox"/> Gender Reassignment <input type="checkbox"/> Sexual Orientation </p>			
<p>5. If the policy / proposal is not relevant to any of the protected characteristics listed in part 4, state why and end the process here.</p> <p>We do not see this policy as having any direct impact upon the protected characteristics contained within the Equality Act 2010.</p>			
<p>6. Describe the likely impact(s) the policy / proposal could have on the groups identified in part 4</p>	NA		

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7. What actions are required to address the impacts arising from this assessment? (This might include: collecting additional data, putting monitoring in place, specific actions to mitigate negative impacts).

NA

Signed:  (Job title): Corporate Services Director
(Responsible for Policy Review)

Signed:  (Job title): Technical Director
(Peer Review Confirmation)

Date the Equality Impact Assessment was completed: 9th September 2020

Please attach the completed document as an appendix to your proposal report