



## Health and Safety Policy Equality Impact Assessment

**“Proposal” is used as shorthand for any policy document, practice or project that might be assessed.**

Audience:	Public
Applies to:	All University Members and the General Public
Classification:	Corporate Governance
Category:	Equality Impact Assessment
Subcategory:	Health and Safety
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## Stage 1: Rapid Equality Impact Assessment Checklist

“Proposal” is used as shorthand for any policy document, practice or project that might be assessed.

Please provide a brief description of the proposal:

University Health & Safety Policy

Reason for the Equality Impact Assessment: Proposed changes/review of existing proposal

If selected Other, please provide more information:

Could any protected characteristics be affected by this proposal: No

If Yes, which protected characteristic groups could be affected (select all that apply)?

- Age
- Disability (including by association)
- Gender Reassignment
- Marriage and Civil Partnership<sup>1</sup>
- Pregnancy or Maternity
- Race (including ethnicity and nationality)
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

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<sup>1</sup>Only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect

Will the proposal have any impact on:

Discrimination?	No
Equality of opportunity?	No
Relations between groups?	No

Will the proposal have an impact on the physical environment?

Living conditions?	No
Working conditions?	Yes
Pollution or climate change?	No
Accidental injuries or public safety?	Yes
Other	No

If selected Other, please provide more information:

If the answer to any of the above is 'Yes':

Is the impact only beneficial?	Yes
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## Stage 2: Comprehensive Equality Impact Assessment (CEIA)

### Summary of the Proposal and Who will be effected?

What are the aims and objectives of the proposal?

Set out the University's Health and Safety Policy, as required by law, including confirming the University's commitment to H&S and setting out roles and responsibilities.

How important is the proposal in terms of equality in the University? Does it relate to an area with known inequalities or where equality objectives have been set by the University?

This is an overarching policy which applies to all in the University community. It does not relate to any particular area of inequality/equality objectives, and does not in itself have a direct impact on particular groups. It sets out the importance of everyone taking appropriate responsibility, including for identifying and addressing risks – which covers all circumstances.

Who is affected by the proposal and how have they been involved in the development of it?

All staff, students and visitors. The Policy review has been considered by the H&S Sub-Committee, People, Health and Equality Committee and Court which between them include representatives from every Faculty and Service, the trade unions, Students' Association, and lay people.

Are any persons affected by the proposal likely to benefit from it and in what way?

It is intended to benefit all.

Is there any evidence or concern that any of the protected characteristic groups have different experiences, issues or needs in relation to this document? No

If Yes, which protected characteristic groups could be affected (select all that apply)?

- |  |  |
|--|--|
| <input type="checkbox"/> Age   | <input type="checkbox"/> Race (including ethnicity and nationality)    |
| <input type="checkbox"/> Disability (including by association)       | <input type="checkbox"/> Religion or belief (including lack of belief) |
| <input type="checkbox"/> Gender Reassignment                         | <input type="checkbox"/> Sex   |
| <input type="checkbox"/> Marriage and Civil Partnership <sup>2</sup> | <input type="checkbox"/> Sexual orientation                            |
| <input type="checkbox"/> Pregnancy or Maternity                      |  |

Please provide further details: N/A

How does the proposal fit into the broader strategic aims of the University?

Strategic Plan and People Strategy – health and wellbeing.

### Consideration of available data

What do we know from existing data already held by the University?

There is regular reporting of accidents and incidents through HSSC, as well as an annual report. There is no routine EDI data monitoring of these incidents – and that would not be practical given the varied nature of incidents and relatively small numbers. However, the reporting includes scrutiny of the types of incidents and trends, which would include any aspects relating to protected characteristics.

What do we know from existing data which is available externally?

N/A in relation to EDI.

Are there any apparent gaps in knowledge?

No

### Impact of Proposal

Could this proposal lead to any positive, negative, intended or unintended impact on the University or any of its stakeholders?

No – other than the general positive impact on H&S.

Could there be a differential<sup>2</sup> impact on any protected characteristics? Could any differential impact be adverse?

No

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<sup>2</sup> Differential impact = where the positive or negative impact on one particular protected characteristic is likely to be greater than on another.

**Please consider:**

Is this policy directly discriminatory? If yes, is it intended to increase equality? If no, this is unlawful discrimination.

Is this policy indirectly discriminatory? If yes, is this justifiable or proportionate? If no, this is unlawful discrimination.

If this policy is not indirectly discriminatory but could have an adverse impact on any of the protected characteristics, you must provide details of how the University will act to address this.

Is this policy unlawfully discriminatory? If you find that it is, you must decide how the University will act lawfully.

**Consultation**

What did this equality analysis conclude?

There is no discrimination or differential impact. The Policy applies to all and promotes systems and processes that enable individual consideration.

Is any action required to be taken in response to the findings from the consultation?

No

What is the recommendation for this proposal following consultation?

Approve the proposal

If selected Other, please provide more information:

**Declaration**

I confirm that this equality analysis represents a fair and reasonable view of the implications of the proposal for all protected characteristic groups, and that appropriate actions have been identified to address the findings.

<b>Signature</b>	<b>Date</b>	<b>Individual</b>
Eilidh Fraser	10/2/2025	CEIA owner
	<DD Month Year>	Line manager*

\* if appropriate

## Action and Monitoring

No action required. The application of the H&S Policy is monitored through the local H&S Committees, University H&S Sub-Committee and annual reports to Court. The Policy includes a commitment to review within three years, and after any significant incident.

## Equality Impact Assessment Outcome

What is the recommended outcome for this proposal?

Outcome 1: No change required – the assessment is that the proposal will be robust.

## Definitions

For the purposes of this policy document and related policy documents, terms are defined in the Policy Document Library Glossary.

## Related Policy Documents and Supporting Documents

Legislation	Equality Act 2010; Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012
Strategy	Abertay University Strategic Plan and all sub-strategies
Policy	Equality and Diversity Policy; Policy Document Governance Policy
Procedures	Policy Document Governance Procedure
Guidelines	Equality Impact Assessment Guidance
Local Protocol	N/A
Forms	N/A