

# Equality analysis form

1. Name of the activity (strategy, policy or practice etc)

**Review and Implementation of the University's Health and Safety Strategy – title:-  
SAFE PLACES, PEOPLE AND PRACTICE STRATEGY**

2. What is the aim of the activity (objective or purpose)?

- To provide the strategic direction with regards to the management of health and safety at the University.
- To ensure health and safety is integral to all aspects of the management of the University.
- To sustain the reputation of the University which is fundamental to its success and to ensure there are strategies to manage all risks and opportunities that have a bearing on its reputation.
- To take a pro-active approach to the management of health and safety and of a positive environment promoting the well-being of staff and students.
- To ensure compliance with statutory requirements / responsibilities.

3. If amending a current activity, what changes are proposed?

N/A

4. Who is responsible for developing and delivering the activity?

University's Health and Safety Team

5. What measures will be used to assess whether the activity is successful?

There is a University programme of auditing to evaluate health and safety performance across all Faculties and Services. This will measure how successful the overall Strategy has been.

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

**Meeting the public sector equality duty**

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the 'no' column to highlight your responses.

	Yes	No	Not known
Women and men		<p>According to the Staffing compendium there are 3491 staff members of which the split between men and women is 42% &amp; 58% respectively.</p> <p>In terms of student population the split between men and women is 46% &amp; 54% respectively</p> <p>The strategy should not negatively impact on either group. However, the University recognises that in terms of community safety, the needs of female students and staff is something to be reflected in the implementation of the policy. this is reflected in the views of the women's staff forum and the views of the SU.</p>	√

	Yes	No	Not known
Trans people			The work of the strategy needs to ensure that the application of the new strategy reflects the needs of Trans staff and students
Black and minority ethnic groups		<p>There are approx. 3000 International students at UWE.</p> <p>In terms of staff according to staff compendium data for 2011 there are 6.5% of the staff population who are characterised as BME.</p> <p>The implementation of the Strategy needs to ensure those students who are still adjusting to studying abroad are not negatively affected. Students with developing language skills, different cultural norms must have their needs reflected in the strategy. This is true of UWE accommodation and other aspects of the physical environment.</p>	√
Disabled people		Approx. 3000 students identify themselves as having an impairment and approx. 4.5% of	√

	Yes	No	Not known
		staff have disclosed their disability status to the University. The implementation of the strategy must reflect of the diversity of needs within these two groups of stakeholders. This will be true of the dissemination of the strategy - available in different formats as well as the day to day application.	
Younger or older people		The application of the strategy needs to reflect the different ages of students and staff and their different ways of absorbing information and responding to H&S advice/instruction.	
People of different religion and beliefs			30% of all staff have declared a faith/belief. We will seek the views of stakeholders who identify as having a faith/belief, to see if this strategy has any negative impacts.
Lesbian, gay, bisexual people			Presently there is no data on the LGBT student population, however, we know that at least 2.4% of all staff are LGBT. A dialogue with stakeholders is needed to ascertain

	Yes	No	Not known
			the potential for any negative impacts
Marriage and civil partnership		At present we have no accurate data on the number of staff/students who are married or in civil partnerships. However, the application of the policy will not discriminate between those who are married and those in civil partnerships.	
Pregnancy and maternity		It is not known how many members of staff who are pregnant, but there are currently 46 staff (as at 04/03/13) who are on maternity leave. This equates to 1% of the UWE staff population. It is not known how many students who are pregnant or on maternity leave. However as part of the health and safety policy, and associated Standards that underpin the Strategy there is specific provision for the consideration of pregnant and new mothers in the Safety Guidance – New and Expectant Mothers <a href="#">Guidance - Health</a>	√

	Yes	No	Not known
		<a href="#">and Safety : UWE Bristol</a> . Specific provision is included in the Student Pregnancy Policy being developed by SSD	

7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

It is the intention of the Health and Safety Team to engage with Faculties and Services through the University's Health and Safety Committee on which there are representatives from Management staff, trade unions and students, through the SU. In addition the Health and Safety team also plan to send the initial draft of the Strategy to the various E&D network groups to ascertain, what, if any potential adverse impacts there may be.

It is however the opinion of the Health and Safety Team that there should be no adverse impacts given that the very nature of health and safety legislation is underpinned by the evaluation of risk and requires the explicit consideration of all who may be exposed and implement the appropriate measures of control to eliminate / reduce the risk

Direct communication with staff networks was offered, only minimal response was received i.e. the need to include data for the split between male and female students and BME numbers for staff. All data has been included in this EA.

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

- Consultation with UWE H&S Committee – link attached [UHSC Terms of Reference - Health and Safety : UWE Bristol](#)
- Consultation with Vice Chancellor's Executive
- Sharing of draft documentation (in its early iteration) to all E&D network groups – initially via email and then, as requested by Groups attendance at group Meetings

9. Please indicate the level of equality relevance:

High

Medium

Low

10. Equality analysis completed by:

Name	Alison Weeks
Post title	Health and Safety Manager

Faculty / service	Health and Safety Team
Date	21 <sup>st</sup> February 2013

**Please return this form to the Equality and Diversity Unit for feedback and publication.**

# Equality analysis - action plan

Appendix 1

Name of activity: Development of UWE Health and Safety Strategy

Plan completed by: Alison Weeks

Service / faculty: Health and Safety Team

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
<b>Information/data required</b>						
<b>Consultation</b>	To ensure that all E&D Network Groups are provided with a copy of the first iteration of the H&S Strategy (via email) to establish if there are any adverse impacts	Alison Weeks	Email addresses of network Chairs	End Feb 2013	Feedback form Groups	Direct communication with staff networks was undertaken, only minimal response was received i.e. the need to include data for the split between male and female students and BME numbers for staff. All data has been included in this EA.
	Collation of feedback from E&D Network Groups to identify any impacts	Alison Weeks		End March 2013		
	Where impacts are identified – work with appropriate Group(s) to ensure appropriate	Alison Weeks with E&D Manager	Assistance from E&D colleagues to ensure actions	End April 2013		



	actions for mitigation are implemented		appropriately identified and managed			consultation process lead by the E&D Team.
<b>Monitoring and review arrangements</b>						
<b>Publication</b>						
<b>Other actions</b>						

Please return form to the Equality and Diversity Unit