

Equality Impact Assessment

Guidance on completing Equality Impact Assessments can be found on the intranet in the equality and inclusion section

Document:	Lone Working Procedure
Executive Summary:	This policy/procedure will help ensure that the College complies with the Health and Safety at Work Act, 1974 and the Management of Health and Safety at Work Regulations 1999, Personal Protective Equipment at Work (Amendment) regulations 2022 in relation to PPE Procedure

By law we must meet the requirements of the Equality Act 2010 including the Public Sector Equality Duty. Please give due regard to the following when completing an EIA;

- 1: Does the policy/practice eliminate discrimination, harassment and victimisation?
- 2: Does the policy/practice promote equality of opportunity?
- 3: Does the policy/practice promote good relations?

Protected Characteristic	Commentary <i>For each protected characteristic provide a commentary of impact. If a negative impact occurs, consider the following;</i>
Age <i>Someone belonging to a particular age, or range of ages</i>	<i>There is no negative impact</i>
Care Experienced <i>Someone who has been or is currently in care or from a looked-after background at any stage in their life. This includes adopted children who were previous looked-after.</i>	<i>The is no negative impact</i>

<p>Marriage/Civil Partnership Married couples and civil partnership should be treated the same on a wide range of matters</p>	<p><i>The is no negative impact</i></p>
<p>Race Refers to a group of people defined by their race, colour and nationality (including citizenship) ethnic or national origins</p>	<p>Risk Due to physical differences across ethnicity, most PPE is not designed for ethnic minority workers, e.g. masks and respirators are not designed for BAME people.</p> <p>Mitigation - Unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures. - Consider alternatives, e.g. face shield rather than face mask - Involve the individual in choosing their own PPE</p>
<p>Sexual Orientation A persons sexual and/or romantic attraction to other people, or lack thereof</p>	<p><i>The is no negative impact</i></p>
<p>Disability A physical or mental impairment which has a substantial and long-term adverse effective on a person’s ability to carry out normal day-to-day activities</p>	<p>Risk Disabled people may be unable/exempt from wearing certain forms of PPE, e.g. face masks</p> <p>Mitigation -Unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures. - Consider alternatives, e.g. face shield rather than face mask</p>
<p>Gender identity/reassignment The process of transitioning from one gender to another (can include changing names, pronouns, dressing differently, medical intervention and living in their self-identified gender)</p>	<p>Risk: Transgender or gender diverse people may not have access to PPE that reflects their gender.</p> <p>Mitigation: Gender neutral/unisex PPE available</p>
<p>Pregnancy/maternity Refers to being pregnant and the period after birth</p>	<p>Risk: Certain types of PPE may be difficult/dangerous for a pregnant person to wear</p>

<p><i>(linked to maternity leave in the employment context)</i></p>	<p>Mitigation</p> <ul style="list-style-type: none"> - Consider alternative options - Where necessary ensure the person does not need to perform a particular task or enter a particular risk area - unique risk assessment will be completed to determine: activity, risk and relevant mitigation measures.
<p>Religion or Belief <i>Religious and philosophical beliefs, including lack of belief (atheism)</i></p>	<p>Risk <i>PPE is not compliant with religious observations, e.g. Muslim women often dress in a Hijab or Burka, which can come into conflict with PPE requirements.</i></p> <p>Mitigation</p> <ul style="list-style-type: none"> - Consider PPE solutions that complement religious beliefs while satisfying H&S requirements, select these with consultation from the user. - Provide option for taping or covering religious jewellery - Use alternative safety equipment, e.g. earplugs instead of ear muffs or face masks that accommodate beards - Where the H&S issue cannot be overcome, ensure the person does not need to perform a particular task or enter a particular risk area
<p>Sex <i>Gender assigned at birth</i></p>	<p>Risk <i>62% of women do not find their PPE comfortable. 83% site at least one area of discomfort (University of Bath, 2019)</i></p> <p>Mitigation <i>Provide options for individuals to choose their own PPE.</i></p> <p>Risk: <i>Women experiencing menopause may be uncomfortable wearing PPE, which often lacks breathability e.g. during hot flushes</i></p> <p>Mitigation <i>Ensure breathable options are available and offered.</i></p> <p>Risk: <i>PPE designed specifically for men may be baggy or loose on a women's frame which may cause accidents</i></p> <p>Mitigation <i>Ensure PPE options include adjustable options and/or those that have been designed specifically for women.</i></p>
<p>Employment or Trade Union Membership</p>	<p><i>The is no negative impact</i></p>
<p>Past Criminal Convictions</p>	<p><i>The is no negative impact</i></p>

Poverty or Deprivation	<i>The is no negative impact</i>
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Owner:	Katrina Fitzgerald	
Date initiated:	13 th May 2022	
Consultation:	<i>Which groups were consulted with in the development of this EIA? Health & Safety Committee</i>	
Signature (Owner)	<i>Katrina Fitzgerald</i>	Date 13/05/2022
Signature (Equalities Officer)	Amy Brydon	Date 20/5/2022

Please return the completed Equality Impact Assessment to the Equalities Officer (abrydon@borderscollege.ac.uk)