

Equality Impact Assessment – Llanishen High School

Name of Policy or Procedure	Health & Safety Policy
Date of policy review	25 th April 2022
Date EIA assessment completed	20 th April 2022
Those involved in the EIA assessment	John Caddick (gov), Paula Battle (bus. mngr).
Protected characteristics unlikely to be impacted by the policy/procedure and reasons for drawing these conclusions (by reference to each characteristic or group of characteristics)	Race Gender/sex Sexual orientation Religion/belief Age Gender reassignment Maternity Marital status
Protected characteristics which could be impacted by the policy/procedure i.e. there is the potential for having a negative differential impact – reasons for drawing these conclusions by reference to each characteristic	<u>Disability</u> Section 3 (arrangements) details specific arrangements for fire drills, first aid treatment, medical care plans, mobility needs and staff wellbeing. <u>Pregnancy</u> Section 3 (arrangements) details the need for a risk assessment for new and expectant mothers. The reviewers have taken account of these two characteristics for which there could be a negative differential impact and ensured that the policy reflects how they are resolved.
Recommended changes to mitigate against potential negative differential impacts	No changes required; the policy mitigates possible negative impact.
Changes made	None required.
Reasons for not making any change identified	N/A