

# Full Equality Impact Assessment Form

Equality Relevance: High ☐ Medium ☐ Low ☒

## 1. Name of the policy or practice?

Drivers' Health Assessment – Guidance for Managers

## 2. What is the aim, objective or purpose of the policy practice?

The health and wellbeing of staff is a core value of the University. This Guidance, developed in accordance with the University's Occupational Health Policy, sets out the arrangements for undertaking health assessments for members of staff who drive UWE vehicles as part of their work activities.

## 3. Who is responsible for developing the policy?

Health and Safety Unit, in conjunction with Human Resources and the University's Occupational Health provider.

## 4. Who is responsible for implementing the policy?

Line managers with responsibility for staff that drive UWE vehicles.

## 5. Who is the policy intended to benefit?

University staff that are required to drive UWE vehicles as part of their work activities.

## 6. What is intended to be achieved by the policy?

To ensure that staff that are required to drive UWE vehicles as part of their work activities are provided with the appropriate health assessments. Assessments that ensure their health and fitness to drive.

## 7. How will you know if this policy has been successful?

In respect of both the managers responsible for drivers of UWE vehicles, and the drivers themselves, there is improved awareness as to the importance of drivers' health and fitness.

## 8. Do the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Please give information/ evidence to support your answer.

	Yes	No	Not known – Do you need to generate sources of information?
Women, men, transgendered people	x		New & Expectant mothers - specific objective to consider the vulnerable
Black and minority ethnic groups		x	
Disabled people	x		Specific objective to consider different impairments
Younger or older people		x	
People of different religion and beliefs		x	
Lesbian, gay and bisexual people		x	

**9. Is there potentially adverse impact on the following equality groups as a result of this policy? Please give information/ evidence to support your answer.**

	Yes	No	Not known - Do you need to generate sources of information?
Women, men, transgendered people		x	
Black and minority ethnic groups		x	
Disabled people	x		Aware that there might be concern with regards increased likelihood of sickness absences related to disability - specific objective to consider different impairments.
Younger or older people		x	
People of different religion and beliefs		x	
Lesbian, gay, bisexual people		x	

**10. Is the policy designed or does it have the potential to promote equality for particular groups or good relations between groups? If so, how?**

The very nature of the University's overall OH Policy ensures the identification; evaluation and appropriate management of health risks all who may be exposed will not be adversely affected. Along with the promotion of equality for disabled & vulnerable staff.

**11. Do you need to carry out a formal/informal consultation internally or externally at this stage? Who you need to consult?**

Consultation on the suitability of the guidance to implement health and safety requirements has been sufficient. A need to ask for feedback from different equality groups.

**12. What method or mechanism would be best suited for this consultation?**

Online

**13. What action could be taken to mitigate any negative impacts identified or is there an opportunity to take steps to address different needs or promote equality of opportunity more effectively? If yes, please comment and complete action plan.**

None identified or required

**14. Who will be responsible for monitoring the implementation of the action plan?**

Alison Weeks

**15. Please outline how you have revised the policy (if necessary) in the light of the Equality Impact Assessment. If no change is to take place please give reasons.**

No change seen as necessary

**16. Please indicate when you think this policy/practice should be reviewed next:**

May 2012

**Equality Impact assessment completed by:**

Name	Alison Weeks
Post title	Health & Safety Adviser
Faculty / service	Health & Safety Unit
Date	December 2010

**ACTION PLAN – Name of Policy - Drivers' Health Assessment – Guidance for Managers Service/Faculty – Health & Safety Unit**

<b>Issues</b>	<b>Actions required</b>	<b>Responsible Person</b>	<b>Resources required</b>	<b>Target date</b>	<b>Success Indicators</b>	<b>What progress has been made?</b>
Information/data required						
Consultation	Gather feedback from staff – online (H&S website)				Feedback collected	
Monitoring and review arrangements	review EIA in 12 months time				Monitoring arrangements agreed and implemented	
Publication	Publish EIA	E&D Unit			EIA published	
Other actions	N/A					

Please return form to the Equality and Diversity Manager