

**EQUALITY IMPACT ASSESSMENT ON**  
**THE CORPORATE HEALTH AND SAFETY POLICY**

- 1.0 The policy has been prepared to ensure the Council meets its legal duty to protect the health, safety and welfare of all its employees and the health and safety of any other person who may be affected by its undertakings.
- 2.0 There are specific arrangements within the policy to protect more vulnerable groups within the workplace (e.g. new and expectant mothers and young persons).
- 3.0 Risk assessments must be undertaken to cover all workplaces and work activities to identify the hazards to health and safety and to identify the control measures required to reduce the risk of these hazards actually causing harm. The risk assessment process should identify where certain groups may be at greater risk (e.g. blind people, deaf people, physically disabled people, new and expectant mothers, young people, etc.) and ensure reasonable adjustments have been made to ensure the control measures protect all, including minority groups.
- 4.0 The policy treats all persons with equal respect, regardless of gender or ethnicity. In some cases, exemptions have to be made in certain regulations in respect of religious beliefs (e.g. Sikhs are exempt from wearing head protection on construction sites only when wearing a turban).
- 5.0 Special attention is paid to ensure disabled people are adequately protected when preparing health and safety arrangements, particularly emergency procedures.
- 6.0 The conclusions made in this assessment are based on the following evidence sources:
  - Briefing sessions with employees.
  - Other local authority policies and protocols
  - Advice from the Council's Policy & Equalities Section.
- 7.0 The policy is revised every two years to ensure continuous improvement and to ensure it remains up to date with current legislation. The Council's Equalities Officer is consulted during the revision process for advice on any equality issues that may arise.

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