

Colchester Borough Homes

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: Initial Equality Impact Assessment

CBH Lone worker policy

1. What is the main purpose of the policy?

To alert staff to the potential hazards and risks presented by lone working, to identify the responsibilities each person has in this situation, with the aim to ensuring that these risks are managed or eliminated.

2. What main areas or activities does it cover?

The definition of a Lone Worker, Managing risk.

3. Are there changes to an existing policy being considered in this assessment? If so what are they?

The content of the current policy has been updated and a passage included with regard to the Data Protection Act 2018 and General Data Protection Regulation (GDPR).

4. Who are the main audience, users or customers who will be affected by the policy?

CBH Managers and employees.

5. What outcomes do you want to achieve from the policy?

Ensuring that CBH staff can work in a safe environment and that they understand their responsibilities to ensure their own health and safety. All employees have a general duty to take reasonable care of their own health and safety, and that of others who may be affected by their actions. Lone workers re accountable for carrying out their responsibilities safely; they are not expected to put themselves, or others, in danger, but to withdraw to a place of safety. They have a responsibility in law for not knowingly going into a risky situation.

6. Are other service areas or partner agencies involved in delivery? If so, please give details below:

Health and Safety.

7. Are you aware of any relevant information, data, surveys or consultations which help us to assess the likely or actual impact of the policy upon customers or staff?

No

8. The 'general duty' states that we must have "due regard" to the need to:

- (a) eliminate unlawful discrimination, harassment and victimisation
- (b) advance equality of opportunity between people who share a 'protected characteristic'¹ and those who do not²
- (c) foster good relations between people who share a protected characteristic and those who do not³

Not all policies help us to meet the 'general duty', but most do.

Where applicable, explain how this policy helps us to meet the 'general duty':

The policy helps us to 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

- Ensures the elimination and prevention of risk to Lone Workers.

The policy helps us to 'advance equality of opportunity...' in the following way(s):

- Ensures the elimination and prevention of risk to Lone Workers.

¹ The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

² This involves having due regard, in particular, to the need to: (a) remove or minimise disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic; (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

³ This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

The policy helps us to ‘foster good relations...’ in the following way(s):

- Ensures the elimination and prevention of risk to Lone Workers.

9. This section helps us to identify any disproportionate impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the ‘protected characteristics’.

Remember to include reference to any relevant consultation, data or information.

‘Protected characteristic’ group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)	X	The policy may particularly protect vulnerable groups		None identified
	Younger people (17-25) and children (0-16)	X	The policy may particularly protect vulnerable groups		None identified
Disability	Physical	X	The policy may particularly protect vulnerable groups		None identified
	Sensory				None identified
	Learning				None identified
	Mental health issues				None identified
	Other – <i>specify</i>				None identified
Ethnicity ⁴	White	X	The policy may particularly protect vulnerable groups		None identified
	Black				None identified
	Chinese				None identified
	Mixed Ethnic Origin				None identified
	Gypsies/ Travellers				None identified
	Other – <i>please state</i>				None identified
Language	English not first language		None identified	✓	This policy is written in English

⁴ National Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	X	The policy may particularly protect vulnerable groups		None identified
Religion or Belief	People with a religious belief (or none)	X	The policy may particularly protect vulnerable groups		None identified
Sex	Men		None identified		None identified
	Women		None identified		None identified
Gender Reassignment ⁵	Transgender/ Transsexual ⁶	X	The policy may particularly protect vulnerable groups		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	X	The policy may particularly protect vulnerable groups		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		None identified		None identified

10. If you have identified any negative impacts (above) how can they be minimised or removed?

CBH accesses suitable translation services for both staff and customers on request

(This is a key section: Please deal with each negative impact noted above in turn.)

⁵ The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to.

⁶ It is generally held that people who are *transgender* disguise their features or clothing to resemble their preferred sex, whereas people who are *transsexual* wish to change their body to completely resemble their preferred sex.

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸?

No

(Please read the footnotes below before completing this section.)

Summary and findings of Initial Equality Impact Assessment

12. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No negative impacts have been identified <input type="checkbox"/>	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed X	Sign off screening and finish.
Negative impacts could not be minimised or removed <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

13. Name and job title of person completing this form:

- Krishna Thaker, HR Business Partner

14. Date of completion:

- 23.12.2019

15. Date for update or review of this screening:

- December 2022

⁷ The Council has a general duty to 'eliminate unlawful discrimination, harassment and victimisation'. Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or marriage and civil partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic'.

⁸ If you answer 'yes' to question 11 (above) you will need to complete this section *and* go on to complete Section 2 in order to conduct a full Equality Impact Assessment.