

## Equality Impact Assessment

### Section A: Assessment

<b>Name of Policy</b>	<b>Environmental Policy</b>
<b>Person/persons conducting this assessment with Contact Details</b>	Jonathan Davies Health & Safety and Asbestos Manager (Estates) – 02920 746732
<b>Date</b>	23rd September 2015

### 1. The Policy

Is this a new or existing policy?

Existing – this is version UHB 2 of the policy.

What is the purpose of the policy?

The aim of the Environmental Policy is to ensure that the organisation:-

- Prevent pollution and reduces the adverse effects on the environment associated with its operation
- Complies with all legal requires and with all the requirements of interested parties
- Continually improves its environmental performance

Achieving these aims will ensure that the UHB maintains and improves a robust Environmental Management System (EMS).

How do the aims of the policy fit in with corporate priorities? i.e. Corporate Plan

This Policy is linked with the following documents:

- Risk Management Policy and Strategic Framework
- Equal Opportunities Policy
- Incident, Hazard and Near Miss Reporting Policy
- No Smoking and Smoke Free Environment Policy
- Contractor Control Policy
- Waste Management Policy

Who will benefit from the policy?

The Policy aims to improve the environment for staff, patients, all users and neighbours of Health Board premises.

What outcomes are wanted from this policy?

- Improved determination and compliance with legal requirements
- Minimised waste through great recycling
- More efficient use of energy including electricity and gas
- Improved staff awareness and involvement in environmental matters
- More sustainable use of natural resources and use of vehicles
- Reduction of the risk of pollution to land, air and water

Are there any factors that might prevent outcomes being achieved? (e.g. Training/practice/culture/human or financial resources)

The Policy is strongly related to the competency and commitment of all the staff in assisting the development of the EMS and to those in the organisation undertaking tasks that could affect the environment. Therefore training and awareness is a key element as is cooperation.

## **2. Data Collection**

What qualitative data do you have about the policy relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?

What quantitative data do you have on the different groups (e.g. findings from discussion groups, information from comparator authorities)?

Data was collected relating to the ethnicity of our staff.

Please indicate the source of the data gathered? (e.g. Concerns/Service/Department/Team/Other)

Reference was made to the Equality Impact Assessment undertaken for the Recruitment and Selection Policy which had gathered data from the workforce profile of the Cardiff and Vale UHB and information was obtained from NHS Jobs.

What gaps in data have you identified? (Please put actions to address this in your action plan?)

Not applicable.

The following documents were referenced when undertaking this Equality Impact Assessment.

<b>3. Impact</b>
Please answer the following  Consider the information gathered in section 2 above of this assessment form, comparing monitoring information with census data as appropriate (see <a href="http://www.ons.gov.uk">www.ons.gov.uk</a> Office National Statistics website) and considering any other earlier research or consultation. You should also look at the guidance in Appendix 1 with regard to the protected characteristics <b>stating the impact and giving the key reasons for your decision.</b>
<b>Do you think that the policy impacts on people because of their age?</b> (This includes children and young people up to 18 and older people)  No
<b>Do you think that the policy impacts on people because of their caring responsibilities?</b>  No
<b>Do you think that the policy impacts on people because of their disability?</b> (This includes Visual impairment, hearing impairment, physically disabled, Learning disability, some mental health issues, HIV positive, multiple sclerosis, cancer, diabetes and epilepsy.)  No
<b>Do you think that the policy impacts on people because of Gender reassignment?</b> (This includes Trans transgender and transvestites)  No
<b>Do you think that the policy impacts on people because of their being married or in a civil partnership?</b>  No
<b>Do you think that the policy impacts on people because of their being pregnant or just having had a baby?</b>  No
<b>Do you think that the policy impacts on people because of their race?</b> (This includes colour, nationality and citizenship or ethnic or national origin such as Gypsy and Traveller Communities.)  No
<b>Do you think that the policy impacts on people because of their religion, belief or non-belief?</b> (Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering

impacts)
No
<b>Do you think that the policy impacts on men and woman in different ways?</b>
No
<b>Do you think that the policy impacts on people because of their sexual orientation?</b> (This includes Gay men, heterosexuals, lesbians and bisexuals)
No
<b>Do you think that the policy impacts on people because of their Welsh language?</b>
No
<b>4. Summary.</b>
The Environmental Policy affects all staff, patients, visitors and contractors within the organisation regardless of the factors above, which results in the Policy being <b>Neutral</b> .
Impact expected to be <b>neutral</b> .

<b>5. Report, publication and Review</b>	
Please record details of the report or file note which records the outcome of the EQIA together with any actions / recommendations being pursued (date, type of report etc)	
<b>Please record details of where and when EQIA results will be published</b>	
On UHB intranet and internet site	
<b>Please record below when the EQIA will be subject to review.</b>	
3 years after approval of policy, or earlier if required by changes to activities, legislation or best practice.	
<b>Name of person completing</b>	<b>Jonathan Davies</b>
<b>Signed</b>	
<b>Date</b>	<b>23 September 2015</b>
<b>Name of Responsible Executive/Clinical Board Director Authorising Assessment and Action Plan for publication</b>	<b>Abigail Harris Director of Planning</b>

<b>Signed</b>		<b>Date</b>	
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