



# EQUALITY ASSESSMENT

## PART 1 - INITIAL SCREENING

<b>Name of Policy/Function:</b>		This is <b>new</b>
<b>Lone Worker Policy</b>		This is a <b>change</b> to an existing policy
		This is an <b>existing</b> policy, Function, not previously assessed
	Y	This is an existing policy/function for <b>review</b>

<b>Date of screening</b>	30 May 2017
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### 1. Briefly describe its aims & objectives

The purpose of this policy is to ensure adequate systems are in place to assess the risks a lone worker may face and ensure the health, safety and welfare to reduce the risks of lone working so far as is reasonably possible and practicable.

Lone working is common in many Council activities and recognises that lone workers face particular problems.

### 2. Are there external considerations?

*e.g. Legislation/government directive etc*

Health and Safety at Work Act 1974 – Duty of Care

### 3. Who are the stakeholders and what are their interests?

All Council employees.

#### 4. What outcomes do we want to achieve and for whom?

To give advice and put measures in place to protect workers of the council who are alone for a proportion of the time while carrying out duties for the council. To carry out a risk assessment for each post at the council to identify which posts are lone workers

To engage and consult with employees who are lone workers in order to increase health and safety awareness with managers and individuals.

#### 5. Has any consultation/research been carried out?

Three workshops have taken place with lone workers in March this year to seek the views from lone workers about how we can look after them better and to review the current arrangements.

The Health and Safety at Work Act gives employers legal requirement ensure that workers are safe when carrying out their duties. The Management Health and Safety 1999 also expects employers to provide a safe working environment.

#### 6. Are there any concerns at this stage which indicate the possibility of Inequalities/negative impacts?

*Consider and identify any evidence you have -equality data relating to usage and satisfaction levels, complaints, comments, research, outcomes of review, issues raised at previous consultations, known inequalities) If so please provide details.*

There are no concerns about any negative impacts. Lone workers will meet every 6 months to discuss their satisfaction with the current arrangements. If anything negative is raised during those events.

#### 7. Could a particular group be affected differently in either a negative or positive way?

**Positive** – *It could benefit*

**Negative** – *It could disadvantage*

**Neutral** – *Neither positive nor negative impact or not sure.*

	Type of impact, reason & any evidence
Disability	Positive, a risk assessment of the workplace must be carried out for employees with disabilities and any areas identified that are additional requirements would be provided
Race (including Gypsy & Traveller)	Neutral
Age	Positive, a risk assessment of the workplace must be carried out for employees who are young persons and any areas

	identified that are additional requirements would be provided
Gender Reassignment	Neutral
Sex	Neutral
Sexual Orientation	Neutral
Religion/Belief	Neutral
Marriage and Civil Partnership	Neutral
Pregnancy and Maternity	Positive, a risk assessment of the workplace must be carried out for employees who are pregnant or returning from maternity leave and any actions would be taken to address any issues

**8. Could other socio-economic groups be affected?**

*e.g. carers, ex-offenders, low incomes, homeless?*

No

**9. Are there any human rights implications?**

Yes, the Council has a duty of care to ensure that the workplace is a safe and healthy environment

**10. Is there an opportunity to promote equality and/or good community relations?**

In carrying out the review, it shows the Council is acting to promote equality of opportunity (being fair) in addressing perceived /unmet need for staff/the public (those pregnant/disabled) in identifying opportunities where none or little existed before.

**11. If you have indicated a negative impact for any group is that impact legal?**

*i.e. not discriminatory under anti-discrimination legislation*

No

**12. Is any part of this policy/service to be carried out wholly or partly by contractors?**

Yes

**13. Is a Part 2 full Equality Assessment required?**

No

**14. Date by which a Part 2 full Equality Assessment is to be completed with actions.**

N/A

**Please note that you should proceed to a Part 2, the full Equality Impact Assessment if you have identified actual, or the potential to cause, adverse impact or discrimination against different groups in the community.**

We are satisfied that an initial screening has been carried out and a full equality assessment **is not required\*** (please delete as appropriate).

Completed by Karen Pollard  
(Policy/Function/Report written)

Date 31/05/2017

Countersigned by  
(*Head of Service*)

Date

Screened by: Veronika Quintyne

Date: 22/06/2017

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(*Community Engagement Officer*)

Equality Assessments shall be published on the Council website with the relevant and appropriate document upon which the equality assessment has been undertaken.