



Equality Impact Assessment (EIA)- HEALTH AND SAFETY POLICY

1. Activity being assessed	H&S Policy	
2. Purpose of activity being assessed	The purpose of the H&S policy is to protect employees, customers, and visitors by outlining an organization's commitment to workplace safety, managing hazards, and ensuring compliance with legal requirements.	
3. Lead officer	S Gallagher	
4. EIA completed by (colleagues involved in completing EIA with lead officer)	Completed by: S Gallagher	Reviewed / amendments suggested by: Sarah Smith 22/12/25
5. Date EIA completed	23 December 2025	

6. Data used in preparing EIA

Data used	Insight obtained and associated considerations
6a. Service users	N/A



6b. Uptake data	N/A
6c. Service satisfaction data	N/A
6d. Complaints and compliments about the service	N/A
6e. Survey of customers/colleagues	N/A
6f. Focus groups	Main H&S Committee, H&S sub-committee and GMB Safety Representatives
6g. Written responses to policy	N/A
6h. Other - please list source	Health and Safety at work etc. Act 1974

7. Data gaps

7a. Info needed	Notes
N/A	

8. Outline who this activity affects

Affected groups	Yes/No
Customers	Affected by our work activities, or any person using our premises.
Residents within wider community	Yes
Involved customers	N/A
Landlord employees / agents	
VIVID colleagues	Yes, VIVID colleagues
Others – please list	N/A



9. Potential impact on protected characteristics

Protected Characteristic	Summary of potential impacts	
Age		
	Neutral impact	
Disability		
	Neutral impact – Adjustments are made for deaf employees i.e. alternative contact arrangements have been made with Reliance Protect when personal safety devices are activated when lone working.	
Race		
	Neutral Impact	
Religion or Belief		
	Neutral Impact	
Sex		
	Neutral Impact	
Sexual orientation		
	Neutral Impact	



Gender reassignment	Neutral Impact	
Marriage or Civil Partnership		
	Neutral Impact	
Pregnancy and Maternity		
	Neutral Impact Through collaboration with managers and HR all pregnant colleagues are supported in line with relevant pregnancy related Health and Safety requirements e.g. welfare room, pregnant workers risk assessment, DSE assessment and any reasonable adjustments.	

10.Additional characteristics to consider

Literacy		
	Neutral impact	
Socio economic status		
	Neutral impact	
General	We remain dedicated to ensuring a safe and equitable working environment for all individuals. To support this, we'll conduct person-specific risk assessments and introduce reasonable adjustments where appropriate.	

11.Consultations



Consultation completed (what, when, outcome)	Consultation needed (what, when due)
11a. With customers: N/A	With customers: N/A
11b. With colleagues: H&S Policy annual review by the H&S Committee, H&S sub-committee, including GMB Safety Representatives, Executive team and Board	With colleagues: No consultation needed however, revised policy will be a mandatory read through e-learning.

12.Mitigating negative impacts

12a. Outline actions being undertaken to mitigate any potential or actual negative impact identified	N/A
12b. Identify any further action that could be undertaken to mitigate any potential or actual negative impacts	N/A

13.Result of EIA

Tick 1	Possible Outcomes
☒	No change needed: there's no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.
☐	Adjust the approach*: EIA has identified problems and the project will be amended to ensure these problems are mitigated.*** as outlined above as recommendations in line with our corporate commitment to embed best practice throughout our service delivery
☐	Continue the policy: there's a potential for the policy to adversely impact some groups or help some groups more than others. However, the reasons for this can be well justified and the policy will be implemented without amendments.
☐	Remove the policy: EIA shows that the policy is having a discriminatory effect and should be stopped immediately.



14. Continual Monitoring

Potential triggers for early review: Changes in legislation, significant change in technology or potential new ways of working.

The following will be considered on an ongoing basis and the H&S policy reviewed sooner than the annual period where necessary.

- Change in associated legislation
- Health and safety incidents that affect associated procedures – for example when noncompliance identified
- Implications of events in wider society, for example, COVID 19 pandemic
- Ongoing commitment to ensuring best practice approach within VIVID
- New technology or new ways of working
- Feedback from in house committees associated with Health and Safety

15. EIA approved by:

Date approved:

xxx

Final copy of EIA emailed to Natalie Pearton on: