

This template summarises the key decisions/actions taken in the EHRIA, and has been separated from the full EHRIA document for publication on the SPS external website in compliance with statutory requirements.

<b>Background</b>	
<b>Title of the Policy</b>	Health & Safety Permit to Work - SOP
<b>EHRIA Lead (role)</b>	Head of Health and Safety
<b>Date EHRIA completed</b>	21st March 2019
<b>Review date and frequency</b>	Every 3 years (2022) or when changes to legislation, guidance or best practice.
<b>Is this a new or revised policy/practice?</b>	New <input type="checkbox"/> Revised <input checked="" type="checkbox"/>

<b>Scoping</b>	
<b>What are the aims of this policy/practice?</b> To ensure that the SPS HS documentation and SMS remains current and valid and that we are compliant with HS legislation and industrial best practice. This applies to all SPS staff and Contractors.	
<b>WHO did you consult with?</b> Consulted with TUS, Directors Estates HS committee members and ED Manager.	
<b>WHAT did you learn?</b> Although Health and Safety Legislation outweighs the Equality Act due diligence checks on the requirements of the EA were taken in to consideration when reviewing current procedures (SOP).	
<b>HOW will this shape your policy/practice?</b> No Impact Identified. The Health, Safety and Welfare of all individual/s with protected characteristics will be taken into account but safety legislation requirements will take precedence at all times.	
<b>What quantitative and/or qualitative evidence as well as case law relating to equality and human rights have you considered when deciding to develop new or revise current policy/practice?</b>  No Impact Identified. The Health, Safety and Welfare of all individual/s with protected characteristics will be taken into account but safety legislation requirements will take precedence at all times.	

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<b>Impact</b> Will the impact and outcomes of the new/revised policy/practice:	
<b>Contribute to eliminating discrimination, harassment and victimisation?</b> E.g. <ul style="list-style-type: none"><li>• Raise awareness of our SPS vision and values for equality and diversity</li><li>• Challenge appropriately any behaviours or procedures which do not value diversity and advance equality of opportunity</li></ul>	<b>POSITIVE:</b> It will contribute to eliminating discrimination, harassment, victimisation <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on discrimination, harassment and victimisation <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will make discrimination, harassment and victimisation worse <input type="checkbox"/>
<b>Advance equality of opportunity between those who share a protected characteristic and those who do not?</b> E.g. <ul style="list-style-type: none"><li>• Remove or minimise disadvantage</li><li>• Meet the needs of equality groups that are different from the needs of others participation in public life</li></ul>	<b>POSITIVE:</b> It will advance equality of opportunity <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on equality of opportunity <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will reduce equality of opportunity <input type="checkbox"/>
<b>Foster good relations between those who share a protected characteristic and those who do not?</b> E.g. <ul style="list-style-type: none"><li>• Tackle prejudice</li><li>• Promote understanding</li></ul>	<b>POSITIVE:</b> It will foster good relations <input type="checkbox"/>
	<b>NO EFFECT:</b> It will have no effect on good relations <input checked="" type="checkbox"/>
	<b>NEGATIVE:</b> It will cause good relations to deteriorate <input type="checkbox"/>
<b>Ensure Human Rights Compliance?</b>	It will uphold human rights articles. <input type="checkbox"/>
	It will breach human rights articles. <input type="checkbox"/>

**Please summarise the results of the Equality & Human Rights Impact Assessment, including the likely impact of the proposed policy/practice advancing equality and human rights.**

<b>Positive Impacts</b>
Protected characteristics affected:

### Negative Impacts

Protected characteristics affected:

Impact	Mitigation

### Recommended course of action

<b>Outcome 1:</b> Proceed – no potential for unlawful discrimination or adverse impact or breach of human rights articles has been identified.	<input checked="" type="checkbox"/>
<b>Outcome 2:</b> Proceed with adjustments to remove barriers identified for discrimination, advancement of equality of opportunity and fostering good relations or breach of human rights articles.	<input type="checkbox"/>
<b>Outcome 3:</b> Continue despite having identified some potential for adverse impact or missed opportunity to advance equality and human rights (justification to be clearly set out).	<input type="checkbox"/>
<b>Outcome 4:</b> Stop and rethink as actual or potential unlawful discrimination or breach of human rights articles has been identified.	<input type="checkbox"/>

### Summary of Outcome decision and Recommendations

No unlawful breaches identified, no negative impact identified. To meet the requirements of UK Health and Safety legislation and subordinate regulations, guidance and best practice.

### Next steps

What: Review – Changes in legislation, guidance and best practice  
Why: To keep the SPS legally compliance with UK Health & Safety at work act and subordinate regulations.  
Who: SPS National HS committee.  
When: Every 3 years or when changes to legislation, guidance or best practice.

If you require this document in an alternative format, please contact [SPSEqualityandDiversityTeam@sps.pnn.gov.uk](mailto:SPSEqualityandDiversityTeam@sps.pnn.gov.uk)