

PPE Policy

School/ Directorate
HR > Health and Safety

Person Responsible
Damian Leddy

Created
29th November, 2019

Last Review
29th November, 2019

Status
Complete

Next Review
29th November, 2020

Screening Data

What is the name/title of the policy/activity?

PPE Policy

Describe the aim, objective and intended consequences of the policy/activity.

To state how the University seeks to comply with the requirements of the Personal Protective Equipment Regulation (EU) 2016/425 (a directly acting EU regulation) and the Personal Protective Equipment at Work Regulations 1992 (as amended).

Who is responsible for the policy/activity and who implements it?

Safety Services is responsible for the policy and Schools and Directorates must implement it.

Who is effected by this policy?

All people who use PPE

Is there any indication that this policy is relevant to equality and the protected characteristics or that those with any of the protected characteristics will have a different experience in relation to the intended outcomes of the policy?

Yes

Certain religious or cultural issues could arise and pregnancy is also affected

Recommend this EA for Full Analysis?

Yes

Comments

Yes there is relevance due to religious, cultural and pregnancy aspects

Rate this EA

Low

Impact Assessment Data

Is this policy relevant to the protected characteristic of Age?

- No

Whilst people's physical characteristics change with age, PPE is available that accommodates such changes and also general differences in size and shape of people. Therefore there is no age-related aspect of concern

Is this policy relevant to the protected characteristic of Disability?

- Yes

Certain disabilities may affect the use of some types of PPE. For example, someone in a wheelchair would need to use clothing that covered the chair as well as the person in certain circumstances.

Is this policy relevant to the protected characteristic of Gender Reassignment?

- No

There is no evidence that gender reassignment would be affected by PPE use. PPE is available that would be appropriate to people undergoing gender reassignment

Is this policy relevant to the protected characteristic of Marriage and Civil Partnership?

- No

Nothing related to PPE is relevant to this characteristic

Is this policy relevant to the protected characteristic of Pregnancy and Maternity?

- Yes

The fit of PPE may become an issue during pregnancy, but PPE is generally available to accommodate this.

Is this policy relevant to the protected characteristic of Race?

- No

PPE is available to accommodate different shapes and sizes of individuals, so there is no reason to believe that an issue should arise due to people of different races (who may have different physical features) using PPE.

Is this policy relevant to the protected characteristic of Religion and Belief?

- Yes

Certain religions or beliefs may affect the wearing of PPE. For example, the requirement to wear PPE over religious clothing. The need to accommodate beards and hairstyles adopted for religious or cultural reasons is also a factor. However, PPE is available that should be appropriate in such cases.

Is this policy relevant to the protected characteristic of Sex?

- No

PPE is available for both binary sexes

Is this policy relevant to the protected characteristic of Sexual Orientation?

- No

There is no evidence that PPE should impact this characteristic.

Taking account of the findings so far, is there a possibility that the implementation of this policy would result in a different experience or a detriment for those with protected characteristics?

- No

Various styles, sizes and types of PPE are available, which should accommodate any needs associated with providing a reasonable adjustment to people with protected characteristics that could otherwise be affected negatively. In the unlikely situation that appropriate PPE could not be found and another control measure not implemented to remove the need for PPE (which should always be undertaken if possible), then for the health and safety of the person, they would not be allowed to undertake the activity that required the PPE.

Based on your findings so far, what recommendations or changes (if any) would you make in relation to the policy and how it is implemented?

None

None

Where you have recommended actions/changes to the policy, what are the timescales for completion of these

17-12-2019

What monitoring arrangements do you have in place to identify changes in any impact or relevance?

The policy will be reviewed on regular basis. Usually this will be every three years

Comments

The range and type of PPE available should mean that there are no issues accommodating any of the protected characteristics that could be affected. There is therefore no additional actions required other than to review the EIA as appropriate.

Organisation Sign-off Data

Having read the EIA, do you approve its findings and recommendations?

- Yes

What are your reasons for approving/not approving the EIA?

The EIA explains why there should not be an impact on protected characteristics and/or the steps to be taken to minimize these.

If you have approved the EIA, do you agree with the monitoring arrangements in place?

- Yes

The review period is adequate

Where you have not approved the monitoring process, what other steps do you require to be taken?

None

Next Review Date

2020-11-29

Outstanding Actions

No outstanding actions