



**NORTHAMPTONSHIRE FIRE AND RESCUE SERVICE**  
Equality Impact Assessment (EqIA) template

<b>Name of proposal/policy</b>	E7 - Control of Substances Hazardous to Health (COSHH)	<b>Budget number (if applicable)</b>	N/A
<b>Service area responsible</b>	Health and Safety	<b>Meeting date</b>	N/A
<b>Name of completing officer</b>	Health and Safety Manager	<b>Date EqIA created</b>	12/10/2021
<b>Approved by Fire Executive Group (FEG) / Equality, Diversity, Inclusion, Wellbeing and Projects Officer</b>	Assistant Chief Fire Officer – Service Development	<b>Date of approval</b>	12/10/2021

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking EqIAs to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on our intranet / internet (where public related). All papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact [enquiries@northantsfire.gov.uk](mailto:enquiries@northantsfire.gov.uk)

## Part 1

### Description of current provision/policy and main beneficiaries/stakeholders

Procedure containing key roles and responsibilities and process in order to meet the health and safety policy statement. This also links to other SOPS and policies which makes up the safety management system documentation. COSHH is managed in conjunction with operational procedures and Northamptonshire Fire Rescue Service (NFRS) procedures.

### Description of proposal under consideration/development

The procedure outlines the ways the organisation manages COSHH.

### Data used in this EqIA (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”
Health and Safety at Work Act 1974	Managing Health and Safety risk within the workplace
EH40 workplace exposure limits	Control of exposure or harmful contaminants including virus’
COSHH 2002	COSHH 2002

Tick the relevant box for each line	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race and Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or Belief (or No Belief)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Human Rights (Please see articles in toolkit)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other groups (rural isolation, socio-economic exclusion etc)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
No impact as this is based on legislation and guidance from the Health and Safety Executive (HSE)	None

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2
None

**Part 2 – if required**

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
Accident data/debriefs/audits	Reactive and proactive monitoring to ensure compliance with the Health and Safety policy statement

Final impact analysis (taking the findings from Part 2 into account) – including review date if required
None