

SUMMARY EQUALITY IMPACT ASSESSMENT – 020 Asbestos Policy

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| Organisation: | Hywel Dda University Health Board |
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| Proposal Sponsored by: | Name: | Paul Evans |
| | Title: | Head of Estates Risk & Compliance, Estates & Facilities |
| | Department: | Estates Department |

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| Policy Title: | Asbestos Policy |
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| Brief Aims and Objectives of Policy: | <p>The policy contains the protocol for the appropriate management of Asbestos Containing Materials (ACMs) within the Health Board's premises.</p> <p>The policy aims to protect employees, visitors, patients, contractors, and any individual that may enter Health Board premises, from the risks posed by the presence of ACMs so far as is reasonably practicable, by the following means:</p> <ul style="list-style-type: none">• Taking reasonable steps to determine the location of materials likely to contain asbestos within Health Board premises.• Presuming materials contain asbestos unless there is strong evidence to the contrary.• Making a written record of the location and condition of confirmed or presumed asbestos containing materials (ACMs), and keeping the record up to date.• Monitoring the condition of confirmed or presumed ACMs.• Assessing the risks of exposure from the confirmed or presumed ACMs.• Preparing a plan that sets out how the risks are to be managed.• Taking the necessary steps to put the plan into action.• Reviewing and monitoring the plan. |
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| | <ul style="list-style-type: none"> • Providing information on the location, condition and risks associated with exposure to the material to anyone liable to work on or disturb ACMs. • Providing Asbestos Awareness training to all employees whose work could foreseeably expose them to asbestos. |
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| Was the decision reached to proceed to full Equality Impact Assessment? | | No |
| | <p>The policy has no direct relevance to duties under the Equality Act 2010, having a neutral impact on human rights, protected characteristics, or Welsh language. A review of similar policies in other Health Boards in the UK indicated a similar outcome.</p> <p>Update February 2023:</p> <p>Changes made during this update comprised the following:-</p> <ul style="list-style-type: none"> • Administrative changes - change of document template to current version, and reference to former job / role titles changed to current job / role titles. • Technical changes – whilst the ethos the policy has not changed, numerous changes have been made to supporting explanations to improve clarity, and to specific management procedures to reflect current practice. • Language changed to make the policy Gender Inclusive. <p>These changes have been assessed as having a neutral impact in relation to equality, diversity and human rights. No complaints have been received in relation to equality, diversity or human rights during the duration of the previous iteration and nothing has arisen during consultation for the update.</p> | |
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| If no, are there any issues to be addressed? | Copies of the policy in alternative formats can be made available on request. | |
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| Is the Policy Lawful? | Yes | The policy complies with Health and Safety legislation |
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| Will the Policy be adopted? | Yes | |
| Will the Policy be adopted? | | |

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| Are monitoring arrangements in place? | Yes | |
| Are monitoring arrangements in place? | Yes, the policy will be subject to regular reviews to assess its performance and implementation. Any complaints received in relation to equality, diversity and human rights received following implementation of the policy will be addressed on an individual basis and appropriate action taken. | |

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| Who is the Lead Officer? | Name: | Andrew Carruthers |
| | Title: | Executive Director of Operations |
| | Department: | Operations |

Review Date of Policy:

March 2026

Signature of all parties:

| Name | Title | Signature |
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| Paul Evans | Head of Estates Risk & Compliance, Estates & Facilities | Information transferred across from previous version |
| Robin Smith | Operations Compliance Officer | 08/02/2023 |
| Alan Winter | Senior Diversity & Inclusion Officer | 8/2/2023 |