

GSA SUMMARY REPORT OF EQUALITY CONSIDERATION AND ASSESSMENT OF EQUALITY IMPACT

Date of Assessment:	26/04/2021	
School or Executive Group Area:	Health and Safety	
Department:	Estates Department	
Lead member of staff: E-mail:	Ian Hackford i.hackford@gsa.ac.uk	
Area of decision making/title of policy, procedure, programme or relevant practice:	Management of Contractors Policy Management of Contractors Guidance Management of Contractors code of conduct for contractors.	
Please indicate if this is:	New:	<input checked="" type="checkbox"/>
	Existing/Reviewed:	<input type="checkbox"/>
<p>1.Summary of how equality, diversity and participation have been considered and due regard given to the Public Sector Equality Duty (PSED):</p> <p>The PSED has been considered as an integral part of reviewing and monitoring the effectiveness of these documents, with due regard given to all protected characteristic groups.</p> <p>The Glasgow School of Art (GSA) is committed to providing a safe environment for its staff, students and visitors. Part of this safety responsibility is in the provision and management of contractors and the risks that they may present to staff and students and others on or off GSA premises. All members of GSA, visitors and contractors, have a statutory responsibility in ensuring compliance with the law and complying with the fire provisions defined within this policy.</p> <p>This policy and guidance applies to all premises and activities falling, to any extent, under GSA’s control. The policy sets down the framework by which GSA staff, students and contractors are expected to undertake their relevant duties. A clear line management structure, with explicit and defined responsibilities, is core to GSA’s satisfaction of its duties and its commitment to management of contractors.</p> <p>The aim of this policy is, therefore, to provide a robust framework which will be implemented to secure the safety and wellbeing of everyone within its community and to protect its assets.</p> <p>The Policy and associated guidance includes a code of conduct for contractors that reflects the GSAs approach to equality and diversity and sets requirements for standards of behaviour.</p>		
<p>2.Evidence used to make your assessment:</p> <p>The policy is aligned with sector guidance and regulatory requirements.</p> <p>The following documents were used to create this Policy and guidance:</p> <p>Managing Health and Safety in Construction https://www.hse.gov.uk/pubns/books/l153.htm</p>		

Other research materials include:

- Health and Safety at Work Act etc. 1974
- The Management of Health and Safety at Work Regulations 1999

The Health and Safety Team will continuously monitor this policy and take action to update it if required.

At the time of the policy review there were no differential impacts identified.

3. Outline any positive or negative impacts you have identified:

Positive Impacts:

- The Policy and guidance defines the responsibilities of departments, officers, and committees as well as contractors working at the GSA.
- Offers clear information of each person(s) responsibility, irrespective of any protected characteristics.
- The code of conduct refers to the GSAs expectations regarding equality and diversity.

Negative Impacts:

- None

4. Actions you have taken or planned as a result of your findings:

(Please complete the action plan in this section)

Action	Equality Impact	Responsible Person	Time frame
Monitor this procedure and its effectiveness on an ongoing basis to embed equality consideration	Ensuring the environment is accessible and inclusive to all GSA staff and students.	Health and Safety Team	Review in line with Policy and procedure review dates
Add links and reference to the Report and Support tool into the Policy and Guidance once it is launched by GSA.	This will support online named and anonymous reporting and response in respect of discrimination, harassment, gender or sexual violence, racial harassment and all forms of unacceptable behaviour.	H&S Manager	As soon as it is launched by GSA.

5. Where/when will progress and the outcomes of your actions be reported and reviewed:

These documents will be reviewed as part of the annual Health and Safety plan. Following review, the guidance documents will be presented at the Occupational Health and Safety Management Committee, the Board Occupational Health and Safety Management Committee and the Board of Governors for approval. Any updates will then be published on the GSA website and made available to staff/students.

The actions also aim to embed equality in all health and safety perspectives throughout GSA

6. How will your actions and intended outcomes contribute to the delivery of GSA's equality outcomes:

Actions support the delivery of equality outcomes by ensuring the GSA environment is accessible and inclusive, regardless of protected characteristic. The actions also aim to enable all staff and students to understand and positively engage with equality perspectives of Health and Safety in the workplace

The outcome of your assessment:

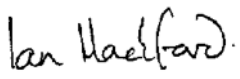
No action (no potential for negative or positive impact)

Action to remove barriers/mitigate negative impact


Action to promote positive impact

Sign-off, authorisation and publishing

Review Lead

Name	Ian Hackford
Position	Interim Health and Safety Manager
Signature	
Date	26/04/2021

Executive Lead

Name	Eleanor Magennis
Position	Director of Estates
Signature	
Date	15/06/2021

Equality Lead (Head of Student Support and Development)

Signature	<i>Julie Grant</i>
Date	17/06/2021