

**Health and Safety Executive
for Northern Ireland**

**Equality Impact Assessment on Improving
Compliance with Health and Safety
Standards Through Inspection and
Investigation Activities**



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EXECUTIVE SUMMARY

One of the primary policies of the Health and Safety Executive for Northern Ireland (HSENI) is to improve compliance with health and safety standards through inspection and investigation activities. Health and Safety Inspectors and Compliance Officers employed by HSENI enforce health and safety at work legislation through the use of specific enforcement powers, and when necessary, through prosecution in accordance with Enforcement Guidelines. An annual programme of inspection and investigation visits to workplaces across Northern Ireland is conducted by these enforcement staff to determine that health and safety standards are being achieved.

HSENI has conducted an equality impact assessment of its inspection, investigation and enforcement policy to determine if there is any adverse impact on any of the nine groups covered by Section 75 of the Northern Ireland Act 1998. The assessment has concluded that the implications of inspection, investigation, and enforcement have no adverse impact on Section 75 Groups. However, the assessment has highlighted potential communication difficulties for certain customers, for example customers with a disability or customers who may not be fluent in English. HSENI has identified a number of improvements to address these difficulties and a timetable for implementation of these measures has been drawn up.

HSENI has also considered how it may promote good relations between persons of different religious belief, political opinion and racial group through the delivery of this policy. The activities of inspection are carried out in an all inclusive manner and HSENI recognise that this in itself does not promote the desired aim. HSENI can and does promote good relations between groups of different religious belief, political opinion and racial group through it's communications and promotional strategies.

Comments on this consultation should be sent to:

Lorna Brown
Health and Safety Executive for Northern Ireland
83 Ladas Drive
Belfast BT6 9FR

Tel: 028 9024 3249
Textphone: 028 9054 6896
Fax: 028 9023 5383
Email: lorna.brown@detini.gov.uk

BACKGROUND

HSENI is a body corporate established under Article 12 of the Health and Safety at Work (Northern Ireland) Order 1978 as amended by the Health and Safety at Work (Amendment) (Northern Ireland) Order 1998 (the Order). Article 12(5) of the Order provides that the functions of HSENI, and of its officers and servants, shall be performed on behalf of the Crown. For administrative purposes, HSENI is an executive non-departmental public body (NDPB) and is funded by the Department of Enterprise, Trade and Investment (DETI).

The responsibility to control risk is placed upon those who create it; mainly employers, but also the self-employed, suppliers, designers etc. HSENI is there to inform, stimulate, guide, and where necessary compel those with duties of care, and others concerned with health and safety at work, to take appropriate actions to improve standards.

HSENI's business is to ensure that risks to people's health and safety from work activities are properly controlled, in ways that are proportionate to risk, allow for technological progress and pay due regard to costs as well as benefits; and in all that it does, seek to promote better management of health and safety at work, through systematic approaches to identifying hazards and assessing and controlling risks.

In effect, HSENI, subject to the Minister responsible for DETI, HSENI's sponsor Department, has primary responsibility under the Order for the regulation of health and safety at work in Northern Ireland. In principle this involves the proposing and setting of necessary standards and securing compliance with those standards. It also involves undertaking other forms of activity designed to stimulate or support necessary action to control risk by those people and organisations that actually create the risk. The functions of HSENI are defined in the Order and its subordinate instruments.

HSENI has specific responsibility under the Order to make adequate arrangements for enforcement of the relevant statutory provisions and has the power to appoint inspectors, whose powers are defined in the Order.

HSENI is the enforcing authority for health and safety in a range of work situations including:

manufacturing	schools and universities
chemical plants	hospitals and nursing homes
construction	disciplined services
transport	district councils
gas supply and distribution.	government departments
agriculture	fairgrounds
mines and quarries.	

The current 26 District Councils of Northern Ireland also have a role in the promotion and enforcement of health and safety at work standards. District Councils are responsible for ensuring proper health and safety standards are in place in a range of sectors including retail, catering and leisure and for the provision of information and advice to these sectors. The Health and Safety (Enforcing Authority) Regulations (Northern Ireland) 1999 (S.R.1999 No.90) set out in detail the respective enforcement responsibilities of both HSENI and the District Councils.

Policy Definition

The HSENI policy to improve compliance with health and safety standards through inspection and investigation activities is highlighted as a core and fundamental component of its work within Corporate and Operating Plans. It is recognised that, in addition to other methods of securing compliance, inspection and investigation activities provide a very effective method of improving health and safety at work standards. In delivering these services there are three distinct components of the policy. These are:

- The delivery of inspection services to determine health and safety at work standards. These are conducted on a proactive basis through an annual inspection programme that forms part of the annual HSENI Operating Plan. The main focus of inspection programmes is on key health and safety priority issues and on high risk sectors of work. Inspections can either be carried out on a routine basis with individual employers or as part of focused inspection campaigns that aim to focus resources and attention on issues that are of concern (eg falls from height in the construction industry).
- The delivery of investigation activities resulting from statutory accident / incident / ill-health reports being made to HSENI through the Reporting of Injuries, Diseases and Dangerous Occurrences (Northern Ireland) Regulations 1997 (RIDDOR). Investigations are also carried out as a result of complaints about workplace standards being made to HSENI. Complaints can be received from a range of customers who may be concerned or affected by working conditions, or who may simply have an interest in health and safety at work, including employees, trade union safety representatives and members of the public.
- The enforcement of health and safety at work legislation through the use of prescribed enforcement powers (for example improvement and prohibition notices) and when necessary through prosecution of offenders in accordance with enforcement guidelines.

Service Delivery of Inspection and Investigation Services

As the regional authority for health and safety in Northern Ireland, HSENI is fully committed to the delivery of health and safety inspection and investigatory services that are responsive, customer-focused and targeted in the right areas to achieve maximum impact where it counts. To be effective, HSENI's limited resources must be aimed at industries that have a poor

health and safety record and less on those where the risks are well managed or are of low significance.

In response to this need, 3 sub-regional compliance teams have been established since April 2004 across defined regions of Northern Ireland for the regulation of the high risk sectors of construction, agriculture, quarrying and general manufacturing. The focus of work undertaken by these teams is targeted at poor health and safety performers.

Other operational groups have responsibility for specific work areas and specialist areas of work. Each operational group is responsible for the development and delivery of an annual programme of work for their sphere of responsibility and the work of all Groups is collated each year to produce an annual HSENI Operating Plan.

There are currently 34 field operational Inspectors that are responsible for conducting workplace inspections and investigations. Most are based at the headquarters in Ladas Drive, but a number work from out offices in the North and West of Northern Ireland.

In targeting resources, HSENI prioritises its field operational work to sectors and issues that cause a disproportionate number of injuries or cases of work-related ill health. At present HSENI has identified the construction, agriculture and quarrying sectors as the highest risk sectors. In addition five major priority issues have been identified. These are musculoskeletal disorders, work-related stress, falls from heights, transport at work and slips and trips.

Inspection Services

Health and Safety Inspectors and Compliance Officers appointed by HSENI under the Health and Safety at Work (Northern Ireland) Order 1978 have a range of powers under Article 22 of the Order to enable health and safety

standards to be inspected and assessed and to take appropriate enforcement action.

Inspections of workplaces are carried out, on a risk-related basis and in line with priority issues, to ensure that the law is being complied with, and to ensure that statutory minimum standards are maintained, and where necessary improved, to reduce the number of work related injuries and cases of ill-health.

Inspections are generally carried out unannounced, but on occasions they may be arranged by appointment at mutually convenient times. In the case of focused inspection campaigns, all visits are unannounced and will generally focus on defined priority issues.

In the course of a routine inspection, an Inspector may examine specific parts of premises or work activities and will often check relevant documentation such as health and safety policies, risk assessments, training records, plant maintenance/inspection records and accident records.

The approach taken by inspectors during routine inspections is dependant on the size, structure and nature of the key health and safety risks of the business. In a small business it tends to be of a more practical nature involving practical, targeted advice along with instruction and direction as necessary. In a larger company, with a defined management structure, the inspection may also involve discussions on the effectiveness of current health and safety strategies. Many inspections use a combination of approaches. During all inspections, there will be a focus on HSENI priority issues.

On completion of an inspection, the Inspector informs the employer on what further action is required. The Inspector confirms, on request, details of the required action in writing. This explains why remedial work is required and what timescale is involved as well as the distinction between legal requirements and advice on best practice. Following the inspection the

employer may also be asked to confirm, in writing, the action they have agreed to take.

Depending on the circumstances found during the inspection, the Inspector may consider that it is necessary to take formal enforcement action. This procedure may involve the issue of an enforcement notice in the form of an improvement or prohibition notice. Enforcement notice provisions require action to be taken by the duty holder within a specified timeframe. In serious cases, for example, where an employer is a persistent or repeat offender or there are serious breaches of statutory provisions, a prosecution may be considered in accordance with HSENI's Enforcement Guidelines.

Workplaces are selected for inspection on a risk related basis arising from priority issues and sector intelligence. This is gathered from various sources including statistical information, complaints, accident reports, local knowledge and professional expertise.

Investigation Services

The HSENI Enforcement Guidelines provide direction to Inspectors on the selection of which complaints or reports of injury or occupational ill health to investigate and in deciding the level of resources to be used. It requires the enforcing authorities to take account of the following factors:

1. the severity and scale of potential or actual harm;
2. the seriousness of any potential breach of the law;
3. knowledge of the duty holder's past health and safety performance;
4. the enforcement priorities;
5. the practicality of achieving results; and
6. the wider relevance of the event, including serious public concern.

There is a statutory duty to report certain incidents to HSENI. These are defined under the Reporting of Injuries, Diseases and Dangerous Occurrences (Northern Ireland) Regulations 1997 (RIDDOR). As set out in the HSENI Operating Plan all fatalities are subject to investigation along with selected major injury accidents, over 3 day injuries, reportable diseases and dangerous occurrences on the basis of risk or potential breach of legislation.

It is necessary for incident investigation to be conducted in a planned and methodical way to ensure that appropriate evidence is obtained if necessary and to ensure that investigatory activities are conducted in accordance with appropriate standards (e.g. in accordance with the rules of the Police And Criminal Evidence (Northern Ireland) Order 1989 (PACE)).

HSENI prioritises incident investigation on the basis of the severity of injury (or fatal outcome), the health and safety compliance track record of an individual business and public interest as well as the need to protect vulnerable individuals or groups.

In collecting relevant information and evidence, incident scenarios are unique. It may be necessary to deploy a range of approaches and strategies in order to gain as full a picture as possible. This may include doing some or all of the following:-

- (1) Preserving the scene of the incident.
- (2) Interviewing the injured person – often this has to be arranged if hospitalised or recovering at home;
- (3) Interviewing eye witnesses;
- (4) Interviewing management and employee representatives as appropriate;
- (5) Recording material information such as photographs;
- (6) Copying or seizing documents;
- (7) Taking samples or specimens for forensic examination.

The police will always be involved in the case of fatalities. They have a role in assembling material for the Coroner and may even assess the circumstances with a view to supporting a case for manslaughter. In any event, material obtained by either side may be shared subject to the disclosure restriction placed on HSENI by Article 30 of the Health and Safety At Work (Northern Ireland) Order 1978.

Once the investigation is complete, it is necessary to prepare a written incident report. There may be situations when the report will be interim pending the completion of parallel investigations by the police in regard of inquests and manslaughter charges.

In any event, the detail and complexity of the report will depend on the nature of the incident and whether there is prima facie evidence of a sustainable breach of the law. The report and its recommendations are subject to internal challenge before deciding on a particular course of action.

Enforcement Activities

The HSENI Enforcement Guidelines set out the general principles and approach, which HSENI will follow, and which other health and safety enforcing authority inspectors are also required to follow when taking enforcement decisions. It provides guidelines on investigation, prosecution and death at work.

HSENI aims to see that the risks to people's health and safety arising from work activities are effectively controlled. In achieving this aim HSENI has adopted a range of approaches, which include enforcement action. In carrying out its enforcement function, HSENI's Enforcement Guidelines aim to provide direction and ensure a fair, transparent and consistent approach to enforcement action by HSENI and by other Enforcing Authorities.

HSENI believes in firm but fair enforcement of health and safety law, and the guidelines embodies this through 5 key principles of enforcement. These principles have been developed in accordance with the Enforcement Concordat which is used nationally and are outlined below.

1. Proportionality in applying the law and securing compliance
2. Targeting of enforcement action
3. Consistency of approach
4. Transparency about how the regulator operates and what those regulated may expect
5. Accountability for the regulator's actions

The Guidelines give direction, subject to the above, as to when prosecution should normally be instituted.

Death at work

Where there has been a breach of the law leading to a work-related death, enforcing authorities are required to consider whether the circumstances of the case might justify a charge of manslaughter.

In Northern Ireland, to ensure decisions on investigation and prosecution are closely co-ordinated following a work-related death, HSENI, the Police Service for Northern Ireland and the Public Prosecution Service for Northern Ireland are working towards the preparation of a formal protocol for liaison in cases of work-related deaths.

Other Enforcement Options

The Policy incorporates mention of the enforcement tools, which inspectors may use in seeking to secure compliance with the law and to ensure a proportionate response to criminal offences. Inspectors may offer duty holders information, and advice, both face to face and in writing. Where appropriate, inspectors may also serve improvement and prohibition notices, issue formal cautions, and initiate prosecution proceedings.

A formal caution is a statement by an inspector, which is accepted in writing by the duty holder, that the duty holder has committed an offence for which there is a realistic prospect of conviction. A formal caution may only be used where a prosecution could be properly brought. Enforcing authorities are required to take account of current Home Office guidelines when considering whether to offer a formal caution.

A prohibition notice stops work in order to prevent serious personal injury. Every improvement notice contains a statement that in the opinion of an inspector an offence has been committed.

Formal cautions and prosecutions are important ways to bring duty holders to account for alleged breaches of the law.

CONSIDERATION OF AVAILABLE DATA

This equality impact assessment has been completed using available qualitative and quantitative information. HSENI consulted with the Northern Ireland Statistics and Research Agency for data relating to general employment in Northern Ireland and to assemble relevant information about some of the work sectors that are subject to its inspection and investigatory work.

Although HSENI does not routinely ask or record specific information during its inspection and investigation activities it has sought to identify Section 75 Groups who may be affected by any aspect of this policy. Qualitative information was therefore obtained through informal consultations with several representative groups including the Northern Ireland Council for Ethnic Minorities, the Children's Law Centre, Disability Action and MENCAP. A number of useful recommendations resulted from these discussions and these have been incorporated in improvements to HSENI services.

Research obtained from the 2001/2002 Social Survey of Farmers and Farm Families report was also analysed. The report, published as a National Statistics Publication, provided statistical information on the distribution of farmers in Northern Ireland in terms of age, gender, marital status, religious belief, racial grouping, disability and dependants. Although detailed information of this type is not available for all work sectors or to determine definitive employment patterns for Section 75 Groups, HSENI is continuing to make use of information of this nature to further develop and improve exclusivity and balance in approaching its work. Information contained within the Social Survey of Farmers is also being used to guide future HSENI policy, such as the establishment of future regional inspection teams to provide more locally based services.

HSENI has also researched sources of statistical information from the Northern Ireland Labour Force Survey and the Northern Ireland Population

Census. The Labour Force Survey provides information concerning general analysis of the working population by work sector, age, gender, marital status, disability and existence of dependents. It also contains statistical information about types of accidents within some industry groupings. However, many of the sector returns are too small to support statistically significant estimates and the Survey does not provide analysis relating to some of the Section 75 categories. Selected tables are shown in the Annex.

KEY FINDINGS

In general HSENI carries out inspections and investigations in accordance with health and safety at work priorities. Decisions to inspect, investigate and if necessary enforce, are taken essentially on the basis of safety record, safety competence and the risk profile of any organisation or industry.

HSENI regards itself as an organisation with high professional standards and it does not attempt to categorise groups or make advance judgements of the motives or status of individuals.

There is no apparent evidence of negative feedback from the public on these aspects. During an independent Customer Satisfaction Survey amongst persons who had been subject to inspection and/or investigation from HSENI, high levels of levels of satisfaction were expressed by persons from a broad range of work environments.

HSENI recognises the need to make special provision during investigations when dealing with children, young people and those with learning difficulties. Procedures to be followed in these circumstances are detailed in the rules of PACE

During interviews with individuals who may have contravened the requirements of a statutory provision, HSENI follows the appropriate caution procedures and provides adequate time for them to consult legal or other

advisers. Time will be allowed if translation of documents to other languages is required.

HSENI seeks to follow established national guidelines to keep bereaved relatives and others informed of our involvement in formal investigations. Requests for disclosure of information are dealt with fairly and in accordance with Article 30 of the Health and Safety at Work Order. We are seeking to provide specific training for inspectors required to deal with traumatic investigations such as those involving the death of children in accidents on family farms.

With regard to the decision making process for prosecutions within the Enforcement Guidelines, HSENI gives consideration to the Code for Crown prosecutors. This Code provides a number of common public interest factors against prosecution in certain circumstances and the Enforcement Guidelines requires that these are taken account of in the prosecution decision making process.

The factors against taking a decision to prosecute are;

1. That a prosecution is likely to have an adverse effect on the victim's physical or mental health, bearing in mind the seriousness of the offence.
2. The defendant is elderly or is, or was at the time of the offence, suffering from significant mental or physical ill health, unless the offence is serious or there is a real possibility that it may be repeated.

The Code for Crown Prosecutors permits 'preferential' treatment in these circumstances and HSENI takes the view that in such cases this is justifiable. In taking these factors into consideration there is therefore a positive impact on the relevant Section 75 Groups.

The following specific conclusions are made with regard to the nine Section 75 Groups:-

Religious Belief

Quantitative and qualitative data on the religious belief of HSENI customers is not available. Although HSENI is aware of general patterns of religious belief distribution with the community it does not collect or monitor this information during the course of its inspection and enforcement activities. Workplaces in all areas of Northern Ireland are subject to inspection and investigation through the work of Inspectors.

Religious belief is regarded by HSENI as a neutral factor in the conduct of its inspection, investigation and enforcement activities. HSENI has therefore no reason to believe that there is any adverse differential impact on its customers as a result of any religious belief.

Political Opinion

HSENI does not collect or have access to qualitative or quantitative information about the political opinion of its customers.

We believe that inspection and investigation work is carried out in a professional and impartial manner regardless of the area, work sector or perceived political opinion of persons at work.

HSENI has no reason to believe that there is any adverse differential impact on persons of differing political opinion as a result of its inspection and investigation work.

Racial Group

HSENI does not have access to quantitative information concerning the distribution of racial groups within the Northern Ireland workforce. However information from field inspectors shows an apparent increasing trend of employment of migrant workers across a range of industries such as

agriculture, food processing, general manufacturing and construction. Inspectors carrying out inspection visits within these sectors; routinely check if migrant workers are part of the work force and if the statutory requirements are being observed. Inspectors also visit employment agencies, which organise the supply of migrant workers to employers, to check on arrangements for health and safety management.

Although HSENI does not currently have quantitative information to suggest that migrant workers are at significant risk in the work place, their situation, particularly with regard to training, the understanding of warning notices and general health and safety procedures is subject to ongoing scrutiny.

HSENI is aware that it must have a capability to communicate with non-English speaking people during inspection or investigation in a workplace. We have researched the local availability of quality translation services for a range of languages for this purpose and are arranging translation facilities with the Regional Health and Social Services Interpreting Project for Black and Minority Ethnic Groups. They are directly involved in the development of improved communication channels for minority ethnic groups who do not speak English. HSENI is also taking particular note of the work carried out on mapping minority ethnic languages by the Multi Cultural Resource Centre in Northern Ireland as part of the Minority Ethnic Community Health and Wellbeing Project.

HSENI is aware of the increasing racial diversity in the Northern Ireland workforce and is taking steps to improve its ability to communicate with individuals and groups where there may be language difficulties. In conducting investigatory work into serious accidents/incidents provision has already been made to obtain necessary witness statements.

All reports by inspectors are scrutinised by line managers to ensure equal treatment of all as a result of inspection and investigation activities.

Age

HSENI has access to generic public statistics on the age distribution of people within the Northern Ireland workforce. We also formally record the age of victims during the investigation of accidents. When accidents are reported to HSENI under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (Northern Ireland) 1997 there is provision for the age of the affected person to be recorded on the form. On the basis of this information, HSENI takes account of age categories when drawing up its policy on inspection and enforcement. For example, it is known that young children are at risk on working farms and so emphasis is placed on the enforcement of statutory requirements for secure fencing of all liquid storage areas and the segregation of children from moving tractors. In a similar way, HSENI requires construction sites to be secured to avoid unauthorised entry by children. The Management of Health and Safety at Work Regulations (Northern Ireland) 2000 also require employers to make special provision for the immaturity and inexperience of young people in the work place. Where appropriate, during visits, HSENI also draws attention to the known additional risks to older people in certain work activities such as working with cattle on farms.

HSENI therefore considers itself to have a protective role for vulnerable age groups and that there is a positive impact on persons on account of their age arising from inspection or investigation visits to workplaces.

Marital Status

Although generic data is published for some sectors via the Northern Ireland Labour Force Survey, HSENI does not gather or have access to specific information about the marital status of persons who are subject to its inspection or investigation procedures.

HSENI has no reason to believe that its inspection and investigation activities has any adverse differential impact on persons of differing marital status.

Sexual Orientation

HSENI does not have access to quantitative or qualitative information concerning the sexual orientation of persons within the workplaces which it visits.

However, we have no reason to believe that our policies and procedures, in respect of our inspection and investigation activities, have any differential adverse impact on persons of differing sexual orientation who work at the premises and sites which we visit.

Gender

According to the Northern Ireland Census 2001 Key Statistics published by Northern Ireland Statistics & Research Agency (NISRA), the total number of persons in employment in Northern Ireland on Census Day 29th April 2001 was 686,644 of whom 377,391 were males and 309,253 were females.

The majority of health and safety legislation is non-gender specific although there are legal provisions relating to the protection of the new/expectant mothers and for women of childbearing capacity. An example of how HSENI promote this is, every January, HSENI in association with the Department of Health, Social Services and Public Safety (DHSSPS) issues a press release 'Advice to pregnant women during the lambing season' in recognition of the known health risks for women associated with this type of work.

HSENI, to achieve compliance with legislation, sometimes issues prohibition or improvement notices. HSENI recent records on enforcement notices issued indicate that the majority are served in agriculture, construction and quarrying. These sectors have been identified as the highest risk sectors for serious injuries/fatalities and are also recognised as being male dominated. Whilst there is recognition of bias of gender in these industries, HSENI prioritises its activities according to the health and safety performance of all work sectors and the greatest perceived areas of risk.

HSENI has currently declared priority issues as being musculoskeletal disorders, stress, falls from heights, transport at work and slips & trips. These issues are not gender based but it is recognised that some of these issues are prevalent in industries that may have a particular gender majority. For example serious injuries arising from falls from height occur in the construction industry that is a male dominated industry. Work related stress is common in education, which is female dominated. Manual handling is a historical problem with the nursing professions that is female dominated. Thus in targeting health and safety priority issues, a gender bias in inspecting these issues may occur by default.

At present HSENI does not correlate data on the gender of its customers, i.e. the number of males and females in premises visited by HSENI during the course of its work. However HSENI does record the gender of persons subject to accident reports. Gender is also recorded on the NI2508 accident report form, which is completed by employers to report any fatalities, major injuries, and over-3-days injuries at work. From these, HSENI selects, in accordance with its selection criteria, incidents for investigation.

100% of all fatalities are investigated regardless of gender. Records show that for the period 1st April 2001 and 31st March 2002, 1107 major injury accidents occurred to males compared to 433 for women. When the investigation criteria were applied 132 accidents to men (11.9%) and 8 accidents to women (1.85%) were subject to specific investigation.

The primary objective when HSENI carries out inspections or investigations is to achieve compliance with health and safety legislation irrespective of gender. HSENI have no reason to believe that there is any adverse differential impact on customers of different genders in the delivery of inspection or investigation services.

Disability

HSENI takes account of the fact that the Northern Ireland Labour Force Survey has recorded that 11% of the employed population in Northern Ireland have some form of disability. Inspectors check for the involvement of people with a disability during inspection or investigation visits. Employers are legally required to take account of the competences and disabilities of their work force when carrying out their risk assessments. HSENI does not currently formally record the proportions of persons with a disability at specific work places. However we consider that our activities in inspection and investigation in the workplace do have an overall beneficial effect for people with a disability.

Dependants

For most workplaces, HSENI believes that it is relatively rare for dependants, such as children, to be present. However within some sectors, such as agriculture, children are often present on family farms and may be at risk from the work activities going on there. In enforcing the legislation, HSENI gives priority to the protection of this group from known hazards as well as providing accident-prevention guidance and information for parents and other managers of farm businesses. The Agriculture (Safety of Children) Regulations (Northern Ireland) 1981 and 1983 prohibit the carrying of children on tractors and machinery. HSENI is currently updating of these regulations is running a Child Safety on Farms campaign.

Promotion of Good Relations

HSENI is conscious of its statutory duty when carrying out all of its functions, powers and duties to have regard to the desirability of promoting good relations between persons of different religious belief, political opinion and racial group. In relation to its inspection and investigation procedures, HSENI carries out its functions in an inclusive manner and makes it's services available to all. In addition HSENI can and does use it's promotional events to foster goods relations.

Monitoring Arrangements

HSENI continues to make arrangements to monitor the impact of its policies in relation to Section 75 Groups. This includes customer feed back and analysis of complaints. It is hoped that the opening of a Western Office and the deployment of business advisers will encourage persons at work to make their views known to HSENI more readily than at present.

HSENI has provided training for staff on Section 75 requirements and will set a high standard for its dealings with employers, employees, self employed people and the general public when carrying out its inspection and investigation work.

Conclusions

The purpose of this Equality Impact assessment is to determine if a differential impact exists for any of the Section 75 Groups and if the differential impact is adverse. HSENI has concluded that, in the main, its inspection and investigation activities have a neutral effect on Section 75 Groups. Where impact has been identified it is of a positive nature.

However HSENI also recognises that its access to data concerning the involvement of Section 75 Groups in the Northern Ireland workforce is limited and will ensure that, where practical, that further information will be sought and collected as necessary.

HSENI also intends to issue brief guidance (including a summary in several languages) about our role in inspection and investigation activities and hence increase understanding amongst Section 75 Groups. Monitoring Arrangements

Publication of Equality Impact Assessment

This Equality Impact Assessment can be made available in a wide range of formats on request from HSENI's Services Division (see page 4 for details.)

The publication of this Equality Impact Assessment has been drawn to the attention of the public by advertisements in the three main Belfast daily newspapers and the North West edition of the Belfast Telegraph.

This Equality Impact Assessment has been brought to the attention of all the groups and individuals listed below. The consultation period will last from 29th July until 21st October 2005.

APPENDIX

Age Concern

Alliance Party of Northern Ireland

Amalgamated Engineering & Electrical Union

Amalgamated Transport & General Workers Union

Amicus – Manufacturing Science Finance

Antrim Borough Council

Antrim Enterprise Agency Ltd

Archbishop of Armagh and Primate of All Ireland

Ards Borough Council

Ards Business Centre

Argyle Business Centre Ltd

Armagh Business Centre Ltd

Armagh City & District Council

Association of Chief Officers of Voluntary Organisations

Association of Independent Advice Centres

Association of Teachers & Lecturers

Association of University Teachers.

Bahai Office for Northern Ireland

Bakers, Food and Allied Workers Union

Ballymena Borough Council

Ballymena Business Development Centre Ltd

Ballymoney Borough Council

Banbridge Borough Council

Banbridge Enterprise Centre

Bar Council c/o Royal Courts of Justice

Barnardos

Belcoo Enterprise Ltd
Belfast City Centre Management
Belfast Centre for the Unemployed
Bedfast Hebrew Congregation
Belfast Traveller Education & Development Group
Blind Centre (Northern Ireland)
British Deaf Association (Northern Ireland)
Brookfield Business Centre Ltd
Bryson House
Business in the Community

Cara Friend
Carers' National Association (Northern Ireland)
Carrickfergus Borough Council
Carrickfergus Enterprise Agency Ltd
Castleberg & District Enterprises Co Ltd
Castlereagh Borough Council
Castlereagh Enterprises Ltd
Cedar Foundation
Chief Executives Forum
Child Care Northern Ireland
Child Poverty Action Group
Children's Law Centre
Chinese Chamber of Commerce
Chinese Welfare Association
Christian Action Research & Education (CARE)
Church of Ireland
Coalisland & District Development Association
Coalition on Sexual Orientation (CoSo)

Coleraine Borough Council
Coleraine Enterprise Agency
Committee on the Administration of Justice
Communication Workers' Union
Community Dialogue
Community Relations Council
Community Relations Training/Learning Consortium
Community Union
Confederation of British Industry (Northern Ireland)
CONNECT
Construction Employers' Federation
Construction Industry Training Board
Cookstown Borough Council
Cookstown Enterprise Centre Ltd
Co-Operation Ireland
Counteract
Craigavon Borough Council
Craigavon Industrial Development Org Ltd
Creggan Enterprises Ltd

Democratic Left
Democratic Unionist Party
Derry City Council
Derry Well Woman
Development Department
Disability Action
Down District Council
Down's Syndrome Association
Dungannon & South Tyrone Borough Council

Dungannon Enterprise Centre Ltd

East Belfast Community Development Agency

East Belfast Enterprise Park

Employers' Forum on Disability

Engineering Employers' Federation

Engineering Training Council

Engineers and Managers Association (EMA)

Enterprise Northern Ireland

Enterprise Ulster

Equality Commission

Equality Forum NI

Eurocentre West Ltd

Falls Community Council

Farset Enterprise Park

Federation of Small Businesses

Fermanagh District Council

Fermanagh Enterprise Ltd

Fermanagh Women's Network

Fire Brigade's Union

Forum for Community Work NI

Foyle Women's Information Network

FPA NI (formerly Family Planning Association)

Gingerbread Northern Ireland

Glenwood Enterprises Ltd

GMB

Graphical Paper and Media Union

Greater Belfast Community Network
Greater East Belfast Partnership Board
Greater Shankill Partnership
Green Party

Head of NI Civil Service
Health and Environmental Services Department
Help the Aged

Incore Conflict Resolutions Ltd
Indian Community Centre
Institute of Directors
Institute of Management
Institute of Professionals, Managers & Specialists (IPMS)
Irish Bank Officials' Association
Irish National Teachers' Organisation

Keady Business Centre Ltd
Kesh Development Association Charitable Trust
Knitwear, Footwear & Apparel Trades

Labour
Larne Borough Council
Larne Development Forum
Larne District Partnership Board
Larne Enterprise Development Co Ltd
Law Centre (NI)
Limavady Borough Council
Lisburn Borough Council

Lisburn Enterprise Organisation Ltd
Local Strategy Partnership
Lurgan Council for Voluntary Action

Magherafelt District Council
Magherafelt Womens Group
Mallusk Enterprise Park
MENCAP
Methodist Church in Ireland
Moyle District Council
Moyle Enterprise Co Ltd
MLAs, MPs, and MEPs
Mr M Curran
Mr T Dick
Multi-Cultural Resource Centre

National Association of Schoolmasters/Union of Women Teachers
National Association of Teachers in Further & Higher Education
National Energy Action Charity
National Union of Journalists
National Union of Rail, Maritime & Transport Workers
National Union of Students/Union of Students in Ireland
New Social Economy Agency (NI)
Newry & Mourne District Council
Newry & Mourne Enterprise Agency
Newry & Mourne Senior Citizens Consortium
Newry & Mourne Women
Newtownabbey Borough Council
Newtownabbey Senior Citizens Forum

NI-CO (Northern Ireland Public Sector Enterprises Ltd)
North Belfast Partnership Board
North City Business Centre Ltd
North Down Borough Council
North Down Dev Organisation Ltd
North West Community Network
North West Forum of People with Disabilities
Northern Ireland African Cultural Centre
Northern Ireland Agricultural Producers' Association
Northern Ireland Anti-Poverty Network
Northern Ireland Assembly Members
Northern Ireland Association for Mental Health
Northern Ireland Association for the Care & Resettlement of
Offenders
Northern Ireland Association of Citizens' Advice Bureaux
Northern Ireland Centre for Competiveness
Northern Ireland Chamber of Commerce & Industry
Northern Ireland Chamber of Trade
Northern Ireland Committee/Irish Congress of Trade Unions
Northern Ireland Council for Ethnic Minorities
Northern Ireland Council for Voluntary Action
Northern Ireland Economic Council
Northern Ireland Economic Research Centre
Northern Ireland Energy Authority
Northern Ireland Gay Rights Association
Northern Ireland Human Rights Commission
Northern Ireland Islamic Centre
Northern Ireland Occupational Health & Safety Group
Northern Ireland Partnership Board

Northern Ireland Public Service Alliance
Northern Ireland Statistics and Research Agency (NISRA)
Northern Ireland Unionist Party
Northern Ireland Women's Aid Federation
Northern Ireland Women's Coalition
Northern Ireland Women's European Platform
Northern Ireland Volunteer Development Agency
Northern Ireland Voluntary Trust
North West Community Network
NSPCC

Omagh District Council
Omagh Enterprise Co Ltd
Omagh Women's Area Network
Ormeau Enterprises Ltd
Organisation for the Unemployed Northern Ireland

Parents and Professionals and Autism
POBAL
Presbyterian Church in Ireland
Press for Change
Prince's Youth Business Trust
Progressive Unionist Party
Public Commerce Services Union (PCS)

Queens University

Relate
Roe Valley Enterprises Ltd

Roman Catholic Church
Roslea Enterprises Ltd
Royal National Institute for Deaf People
Royal National Institute for the Blind
Rural Community Network
Rural Development Council

Save the Children
SDLP
Sense NI
Services Industrial Professional Technical Union
Sikh Cultural Centre
Sinn Fein
Society of Occupational Medicine
South Belfast Partnership Board
South West Fermanagh Dev Organisation Ltd
Sperrin Lakeland Senior Citizens Consortium
Staff Commission for Education and Library Boards
STEP
Strabane District Council
Strabane Industrial Properties Ltd

The Guide Dogs for the Blind Association
The Local Government Staff Commission for NI (LGSC)
The Most Reverend Bishop Walsh
The Women's Centre
The Workers Party
Townsend Enterprise Park Ltd
Training for Women Network Ltd

Transport Salaried Staffs Association
Transport Training Services Limited
Traveller Movement (Northern Ireland)

Ulster Democratic Party
UK Unionist Party
Ulster Farmers' Union
Ulster Scots Heritage Council
Ulster Teachers' Union
Ulster Unionist Party
Union of Construction, Allied Trades & Technicians
Union of Shop, Distributive & Allied Workers
UNISON
University of Ulster at Coleraine

West Belfast Development Trust Ltd
West Belfast Economic Forum
West Belfast Partnership Board
West Link Enterprise Ltd
Women Together for Peace
Women's Forum
Women's Information Group
Women's Resource & Development Agency
Women's Support Network
Women's Training, Enterprise and Childcare

Youth Action Northern Ireland Gender Equality Unit
Youth Council for Northern Ireland