

Equality Impact Assessment

Please review the [EIA Guide](#) before completing this form.

A reminder that an EIA should:

- Demonstrate steps taken to assess the equality impact of the work, and any impact found.
- Respond to negative impact by identifying changes or mitigations (where needed).
- Build in review to identify unforeseen impacts and assess if mitigations are working.

Date written

14/02/2025

Date of most recent update:

14/02/2025

Owner(s):

Duncan Stiles and Ollie Robinson

Title of work being assessed:

Asbestos Management

Background

Brief outline of the work including purpose/aims:

The University recognises that given the age of many of its premises there are locations where there are asbestos containing materials and that these locations must be managed to ensure that there is no exposure of individuals to airborne asbestos fibres.

The Control of Asbestos Regulations 2012 are relevant to all activities carried out on the University campuses where asbestos containing materials might be disturbed. The regulations set minimum standards for the protection of individuals from risks related to potential exposure to asbestos fibres.

This Asbestos Management Policy applies to and within all buildings across the University's campuses, including Gibbet Hill and Stratford Innovation Campus, and applies to all asbestos containing materials, whether in the fabric of buildings, facilities, assets or equipment.

This Policy is supported by arrangements, instructions, and guidance on asbestos management which are available on the University's Health and Safety or the Estates Department web pages. Under the provisions of Regulation 26, Safety Regulations and associated University Health and Safety Policy document, it is the duty of all staff, students and others working in the University to comply with this Policy, together with any other instructions, rules and guidance that may apply.

Who does this work affect?

E.g., does it apply to both staff and students, are there particular levels of study or types of roles it is most applicable to, are there wider teams/departments linked to the work?

This Policy applies to and within all operations across the University. This Policy is supported by arrangements, instructions, and guidance, which are available on the University's web pages. Responsibilities for each category of Asbestos are detailed within the Asbestos Management Code of Practice.

Impact

What has been done to check if there are implications of this work for different groups, and what was found?

Consultation with the review of the Asbestos management policy and code of practice has taken place with support from members of the University Asbestos Management Group, Asbestos Compliance Manager and oversight of the Business Services Director, Estates Director and Director of Capital Programmes. No implications have been highlighted.

Are there aspects of this work that contribute to our social inclusion aims?

Our aims are to increase staff and student diversity, develop an inclusive culture, and increase Warwick's regional and national leadership in social inclusion.

Not in this case

Mitigation

If negative implications are found, what changes will you make to the work and/or what mitigation will you put in place?

N/A

If it is not possible to change or mitigate as there are no other proportionate means to achieve the aims, supply a justification for why this is the case:

N/A

Review

Date for the EIA to be reviewed:

14/02/2028

Person responsible for the review:

Duncan Stiles