

Equality Impact Assessment

Date written: 25/08/2026

Date of most recent update: 25/08/2026

The [EIA Guide](#) provides advice on completing an EIA. 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.

Background

Title of work being assessed: Water Safety Policy

Owner(s): Geoff O'Hara

Brief outline of the work including purpose/aims:

The University recognises that the management of water safety is essential to safeguard anyone who attends and uses the facilities managed by the University from hazards associated with water systems. The policy is to control risks from scalding, water quality, legionellosis pseudomonas aeruginosa and other water-borne pathogens, which can cause serious illness, including Legionnaires' disease.

This Policy applies across all University campuses, including Gibbet Hill, Westwood and University of Warwick Innovation Campus, Stratford.

The policy also sets out the relevant legislation that the University needs to adhere to related to water safety.

Who does this work affect?

There is a duty of all staff, contractors and others working in the University to comply with this Policy, together with any other instructions, rules and guidance that may apply.

The policy puts emphasis on senior leaders and heads of department to ensure compliance to relevant process and procedures outlined in the policy.

Impact

What has been done to check the equality impact of the work, and what was found?

Consultation on the update of the Water Safety policy was undertaken via open review.

No concerns related to equality impact were noted.

Does the work...

- **Support our Social Inclusion objectives?** (See our [Social Inclusion Strategy](#)): No
- **Reflect our institutional values?** (Read our guidance on [values-based EIAs](#)): Yes
- **Include positive action?** (See an explanation of [legal positive action](#)): No
- **Impact on free speech/academic freedom?** (Read our guidance on [free speech](#)): No

If yes, please provide further detail below:

Striving for better – up to date relevant policies that reflect the requirements outlined in law, and relevant guidance, as well as improving the processes where possible for the end user, making the workplace safer for all employees, students and visitors.

Mitigation

If negative impact is found, what change(s) and/or what mitigation(s) will you make?

N/A

Review

Date for the EIA to be reviewed: 25/08/2029