

# Equality Impact Assessment

**Date written:** 28/05/2026

**Date of most recent update:** 28/05/2026

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:** Manual Handling Policy

**Owner(s):** Graham Hakes

### **Brief outline of the work including purpose/aims:**

Policy Statement document relating to the University's duties under the Health and Safety at Work Act 1974 and Manual Handling Operations Regulations 1992 to support manual handling activities at the University, specifically reviewed with change of template, minor changes, and addition of Responsibilities Grid.

### **Who does this work affect?**

All manual handling activities undertaken across the University's campuses.

## Impact

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

Legal requirements set out in the Regulations need to be adhered to regardless, with an elevated duty of care to those who are vulnerable (e.g. disability, existing health conditions, pregnancy, or other additional needs).

### **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:** 01/06/2029