

# EQUALITY IMPACT ASSESSMENT

There is guidance on writing an EIA at the end of this document and some questions include more information. When you've completed your EIA, you can delete these.

**Date written:**

03/11/2025

## What is being assessed?

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**Title:**

Natural Gas Installations Policy

**Owner(s):**

Wendy Roberts

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

The University of Warwick is committed to providing a safe environment for all its staff, students, and visitors. As an employer and landlord, the University has a duty to comply with the requirements of the Gas Safety (Installation and Use) Regulations 1998 (as amended 2018) to ensure the safe installation, maintenance, and use of natural gas installations, including gas fittings, appliances, and flues, within its buildings. This policy sets out the core principles, responsibilities, and procedures to be followed to ensure compliance with the regulations and maintain the safety of all natural gas installations across the University's campuses. This Policy is supported by regulations, standards, and approved codes of practice for natural gas safety management.

**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?

The policy affects any person or persons employed either directly or indirectly by or for the University of Warwick who carry out works on any gas installation, service, service pipework, vessel, component or part thereof.

## What is the impact?

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

The kinds of implications you would be looking for are:

- **Is there direct or indirect discrimination?** Direct discrimination is less favourably treatment because of a characteristic. Indirect discrimination something which is applied to everyone but has a worse effect on some.
- **Can everyone use/access/benefit from this?** The University adopts an 'inclusive by design' approach meaning our services, environment, and processes should create dignified, equal, and intuitive use by everyone.

- **Is anyone left out?** Ensuring that everyone's needs are considered, and the provision is right for all users.

There are no implications of direct or indirect discrimination

**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.

There are no aspects of this policy that would contribute to any social inclusivity aim or objective.

## What can you do to remove negative impact?

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This section is for when you have found negative implications for some groups. Answer one or the other of these questions i.e.,

- **If you can make changes to remove negative impact**, answer the first question.
- **If you can't make changes but have a legitimate reason why the work should stay as it is**, answer the second question.

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

Not applicable

**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:**

Not applicable

## When will you review?

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**Date for the EIA to be reviewed:**

03/11/2028

**Person responsible for the review:**

Geoff O'Hara

reviewed (this will depend on the nature of the work being reviewed).

Gas Safe registration update and roles and responsibility changes to include Group Finance Director and Director of Maintenance.