

## Equality Impact Assessment of the review of H&S Policy on Electromagnetic Fields (EMF)

By: Suzanne Barnes (SB)

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<b>Project Aim</b>
<i>What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits)</i>
To review and update management arrangements to ensure the health and safety of persons who could be exposed to EMF whilst on University campus.

<b>Project Title</b>	Review of existing H&S Policy on Electromagnetic Fields (EMF)
<b>Project Lead</b>	Suzanne Barnes (SB)
<b>Project Team</b>	

<b>What impact does the project, policy or practice have on people that share a protected characteristic?</b>
<i>Under the equality duty (set out in the Equality Act 2010), the University must have ‘due regard’ to the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The protected characteristics covered by the equality duty are: <b>age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation</b>. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination. The law requires that the University demonstrates it has had ‘due regard’ to the aims of the equality duty in its planning and decision-making processes. Although not classed as protected characteristics under the Equality Act 2010, due regard must also be made to the effects of planning and decision-making processes on <b>carers</b>. Due regard also needs to be given to the <b>Welsh Language</b> under the Welsh Language (Wales) Measure 2011.</i>

Public Sector Equality Duty Requirements	Detail of Impact (Positive / Neutral / Negative)	Evidence
<b>Eliminating Discrimination</b> <ul style="list-style-type: none"> <li><i>Is the project, policy or practice likely to treat anyone less favourably or disadvantage them because of their protected characteristics?</i></li> <li><i>Could the project, policy or practice lead to different outcomes for different protected groups?</i></li> </ul>	<p>Although the Policy itself does not treat any person differently, there are specific requirements of the Control of Electromagnetic Fields at Work Regulations 2016, which must be adhered to. These apply to persons at particular risk who are at greater risk if exposed to EMF levels greater than that seen in the natural environment.</p> <p>For example, it is recognised that expectant mothers and others fitted with medical</p>	<p>Risk Assessments, Local Rules and if required, Ethical Approvals should always suitably assess the potential EMF exposure which includes those who could be impacted on if in the vicinity of equipment / activity which generate EMF levels above normal background.</p> <p>Associated activity documents and the specific training that must be undertaken by any EMF equipment operator should ensure the health,</p>

	<p>devices/implants may be prohibited from operating the equipment or remaining in the room during treatment/testing</p> <p>Consideration must also be given to those who could be impacted upon if in the vicinity of an item of equipment which generates EMF levels higher than background levels whilst in operation.</p>	<p>safety and well-being of all persons who could be affected.</p> <p>In some instances, Technical instruction (via a competent/specialist expert) on assessment and calculations of EMF and impact may be required.</p>
<p><b>Advancing Equality of Opportunity</b></p> <ul style="list-style-type: none"> <li>• <i>Will the needs of staff and students with different protected characteristics be met?</i></li> <li>• <i>Could the project, policy or practice lead to increased take-up / participation by protected groups?</i></li> <li>• <i>Are there any opportunities to proactively advance equality for specific protected groups and / or between protected groups?</i></li> </ul>	<p>The risks associated with high levels of EMF may necessitate that some members of staff or students can be prohibited from working with certain equipment or enter certain areas.</p>	<p>The Policy however seeks to make it clear that a general-prohibition approach for EMF areas is not acceptable and cases must be considered individually, with EMF Zone Restrictions signposted primarily to highlight to “persons at particular risk” that there is an EMF risk and that they should declare their vulnerability to the effects of high levels of EMF, so that an assessment can be made and access facilitated where possible.</p>
<p><b>Promoting Good Relations</b></p> <ul style="list-style-type: none"> <li>• <i>Have steps been taken to tackle prejudice and promote understanding?</i></li> <li>• <i>How have relevant individuals, groups or organisations been involved / consulted in developing and impact assessing the project?</i></li> </ul>	<p>The policy aims to support and safeguard individuals, whatever their needs. It also aims to encourage dialogue and consideration of all of the factors.</p>	
<p><b>Based on the above assessment, what course of action is required?</b></p>		
<p><b>No major change required</b></p> <p><i>The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.</i></p>	<p><b>No changes required in the Policy</b></p>	

<p><b>Make adjustments to remove barriers or to better advance equality</b>  <i>Note the adjustments that will be made to remove barriers identified by the assessment or to better advance equality.</i></p>	
<p><b>Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality</b>  <i>Note the steps that will be taken to reduce or mitigate the adverse impacts.</i></p>	
<p><b>Stop and rethink</b>  <i>The assessment shows actual or potential unlawful discrimination. Note the action to be taken to stop and / or rethink the project.</i></p>	

<p><b>How will the actual impact of the project, policy or practice be monitored once it has been implemented?</b></p>
<p>The Policy will be reviewed by the Health, Safety &amp; Emergency Management Task Group, as per the schedule of policy review and / or as legislative requirements change.</p>

<p><b>Publication</b>  This Equality Impact Assessment will be published – on the H&amp;S website</p>
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