

## Equality Impact Assessment of the review of H&S Policy on Control of Vibration in the Workplace

By: Suzanne Barnes (SB)

Date: October 2019

<b>Project Aim</b>
<i>What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits)</i>
<b>To review and update management arrangements to ensure the health, safety and wellbeing of persons operating vibratory hand tools and equipment on university business.</b>

<b>Project Title</b>	Review of existing H&S Policy on control of vibration in the workplace
<b>Project Lead</b>	Suzanne Barnes (SB)
<b>Project Team</b>	SB

<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>

<b>Public Sector Equality Duty Requirements</b>	<b>Detail of Impact (Positive / Neutral / Negative)</b>	<b>Evidence</b>
<p><b>Eliminating Discrimination</b></p> <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>In some very rare instances, ‘persons with a protected characteristic’, those who have symptoms of HAVS or a medical / health condition may be treated differently in order to ensure their health, safety and well-being when working with tools and equipment that may expose them to higher levels of vibration.</p>	<p>Individuals with a susceptibility from exposure to higher levels of vibration could require specific arrangements to be made to support them.</p> <p>In such circumstances the risk assessment will seek to enable the person to use relevant tools / equipment, for example adjusted controls / reduced hours of working and enhanced PPE.</p> <p>Preventing a person operating higher-risk tools / equipment may be required but this would only</p>

		be taken as a last resort and would be on the advice of the person's GP in conjunction with the University's Occupational Health Practitioner.
<b>Advancing Equality of Opportunity</b> <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>	<b>There are no obvious ways in which the Policy could further advance equality</b>	
<b>Promoting Good Relations</b> <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>		
<b>Based on the above assessment, what course of action is required?</b>		
<b>No major change required</b> <i>The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.</i>	The Policy should encourage and support.	
<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>		

**Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality**

*Note the steps that will be taken to reduce or mitigate the adverse impacts.*

**Stop and rethink**

*The assessment shows actual or potential unlawful discrimination. Note the action to be taken to stop and / or rethink the project.*

**How will the actual impact of the project, policy or practice be monitored once it has been implemented?**

The Policy will be reviewed by the Health, Safety & Emergency Management Task Group, as per the schedule of policy review and / or as legislative requirements, or Sector guidance changes.

**Publication**

This Equality Impact Assessment will be published – on the H&S website once a new page is established