

# BANGOR UNIVERSITY EQUALITY IMPACT ASSESSMENT TEMPLATE FOR NEW POLICY DEVELOPMENT

The process of Equality Impact Assessment (EIA) should be embedded into new policy development, policy review, strategic and operational decisions<sup>1</sup> in order that inequalities and discrimination are eliminated or addressed at the earliest opportunity.

This checklist forms part of the University's approach to EIA and should be used to assess the impact of the policy on groups with protected characteristics as outlined by the Equality Act 2010.

## EQUALITY GROUPS:

Age	Disability	Gender Re-assignment	Pregnancy and maternity	Marriage and civil partnership
Race	Religion and belief	Sex	Sexual orientation	
Welsh Language	Contract type (full part time / perm or temp)	<b>Medical Condition (Eyes)</b>		

Note –It is good practice to consider issues relating to Welsh Language and Contract type although these areas are covered by legislation other than the Equality Act 2010.

## Policy Name or Title:

**SAFE USE OF ARTIFICIAL OPTICAL RADIATION LIGHT SOURCES**

## About the Policy:

<ul style="list-style-type: none"> <li>• What is the purpose of the Policy?</li> </ul>	<p>This Policy Standard states the requirements placed on the University and its Colleges and Professional Services with regards to the safe use of hazardous artificial optical radiation light sources, in compliance with the Control of Artificial Optical Radiation at Work Regulations.</p>
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<sup>1</sup> Although the word POLICY is used throughout this template it should be changed to STRATEGY / OPERATIONAL DECISION as appropriate

<ul style="list-style-type: none"> <li>• Who is responsible for the Policy?</li> <li>• How does the Policy link to the University's strategic priorities?</li> <li>• Which Groups are stakeholders in the Policy?</li> <li>• Will the Policy be applied uniformly to all areas of the University? Please state which groups the Policy applies to.</li> </ul>	<p>Health &amp; Safety Task Group, H&amp;S Committee, H&amp;S Services; Implementation: Directors and Deans</p> <p>Values: Safe place to work and study</p> <p>Staff, students and contractors</p> <p>Yes</p>
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Have the following been considered? (requirement of the Public Sector Equality Duty)	
<ul style="list-style-type: none"> <li>• Could any elements of the Policy be directly or indirectly discriminatory?</li> </ul>	<p>Direct discrimination <b>is likely</b> if a person with pre-existing eyesight damage could be exposed to potentially dangerous (harmful) acute exposure to optical radiation. In such circumstances the risk assessment will seek to enable the person to participate safely, though preventing a person undertaking higher-risk activity may be required.</p>
<ul style="list-style-type: none"> <li>• Could the Policy be used to promote diversity and equal opportunities?</li> </ul>	N/A
<ul style="list-style-type: none"> <li>• Could the Policy be used to promote good relations?</li> </ul>	N/A

Consultation	
<ul style="list-style-type: none"> <li>• What Groups have been consulted in drafting the Policy?</li> </ul>	H&S Committee, Deans, Directors, H&S contacts, H&S representatives (TUs), key contacts.
<ul style="list-style-type: none"> <li>• How has consultation taken place?</li> </ul>	Electronically and through university-wide consultation with Deans, Directors, key technical contacts, Tus etc.
<ul style="list-style-type: none"> <li>• How has consultation informed the development of the Policy?</li> </ul>	Development of clear guidance and approach.

**Implementation**

<ul style="list-style-type: none"> <li>• How will the Policy be implemented?</li> </ul>	As per all H&S policies
<ul style="list-style-type: none"> <li>• Who will be responsible for the implementation of the Policy</li> </ul>	Relevant managers and supervisory staff

**Monitoring**

<ul style="list-style-type: none"> <li>• What quantitative or qualitative data is available to advise the Policy?</li> </ul>	Legislative and governmental documents (see EU guidance referenced in the Policy)
<ul style="list-style-type: none"> <li>• How will the Policy be monitored to ensure that it is achieving its aims?</li> </ul>	Via H&S Services
<ul style="list-style-type: none"> <li>• Who will be responsible for monitoring the Policy?</li> </ul>	H&S Services
<ul style="list-style-type: none"> <li>• How will the Policy be monitored to ensure that it does not disadvantage particular groups?</li> </ul>	H&S Services and local H&S Committees/Groups
<ul style="list-style-type: none"> <li>• When will the Policy be reviewed to see if it is achieving its aims and objectives?</li> </ul>	Initial general review within 24 months, formal review per H&S work priority schedule

**Resource implications**

<ul style="list-style-type: none"> <li>• Training – are there any training requirements associated with the development implementation or</li> </ul>	Local instruction relating to ensuring a suitable risk assessment is undertaken and hazards are identified
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<p>monitoring of this Policy?</p> <ul style="list-style-type: none"><li>• What are the other resource implications of implementing the Policy (including time and workload)</li></ul>	<p>There should be no significant resource implications as, primarily, the policy reflects current practice at the University</p>
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<b>RECOMMENDATIONS AND REVIEW DATE</b>

<b>IMPACT ASSESSMENT SIGNATURE AND DATE</b>
Gareth W Jones; March 2018

**RELEVANT DOCUMENTS - can be attached, for example, any statistics, qualitative data or notes of decisions**