

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 decisions¹ 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)	Persons with certain health conditions or specialist health needs	Persons with medical implants	

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:

ELECTROMAGNETIC FIELDS 2017

About the Policy:

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| <ul style="list-style-type: none"> • What is the purpose of the Policy? | Control of risks associated with high levels of EMF |
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¹ 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"> • Who is responsible for the Policy? • How does the Policy link to the University's strategic priorities? • Which Groups are stakeholders in the Policy? • Will the Policy be applied uniformly to all areas of the University? Please state which groups the Policy applies to. 	<p>H&S Task Group, H&S Committee, Health and Safety services</p> <p>Values: Safe place to work and study</p> <p>Staff, students and contractors</p> <p>Colleges and Departments, as applicable to the risk posed by high EMF</p>
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Have the following been considered? (requirement of the Public Sector Equality Duty)	
<ul style="list-style-type: none"> • Could any elements of the Policy be directly or indirectly discriminatory? • Could the Policy be used to promote diversity and equal opportunities? • Could the Policy be used to promote good relations? 	<p>Yes. 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. 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>Not applicable</p> <p>Not (obviously) applicable; though, it is possible to publicise examples of where modifications are made to enable those with medical conditions to undertake their work safely and that having a medical condition or implant doesn't preclude a person from all EMF exposure.</p>

Consultation	
<ul style="list-style-type: none"> • What Groups have been consulted in drafting the Policy? 	Departments/Schools with equipment with high levels of EMF or who may undertake academic studies involving such
<ul style="list-style-type: none"> • How has consultation taken place? 	Firstly, email and discussions with key contacts. Secondly, university-wide consultation with Deans, Directors, H&S Contacts, Technical contacts, TUs etc.
<ul style="list-style-type: none"> • How has consultation informed the development of the Policy? 	Applicability and appropriateness of approach has been developed through consultation

Implementation	
<ul style="list-style-type: none"> • How will the Policy be implemented? 	Will follow arrangements for all H&S policies and controls
<ul style="list-style-type: none"> • Who will be responsible for the implementation of the Policy 	Deans and directors of service, overseen by the H&S Task Group and H&S Committee

Monitoring	
<ul style="list-style-type: none"> • What quantitative or qualitative data is available to advise the Policy? 	See associated / referenced non-binding and binding governmental documents and information
<ul style="list-style-type: none"> • How will the Policy be monitored to ensure that it is achieving its aims? 	Per HSS standard approach
<ul style="list-style-type: none"> • Who will be responsible for monitoring the Policy? 	HSS
<ul style="list-style-type: none"> • How will the Policy be monitored to ensure that it does not disadvantage 	Applicable Directorates/Colleges should review all specific additional controls and restrictions to ensure they are suitable and reflective of the risk

particular groups? <ul style="list-style-type: none"> When will the Policy be reviewed to see if it is achieving its aims and objectives? 	Circa 24 months.
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Resource implications	
<ul style="list-style-type: none"> Training – are there any training requirements associated with the development implementation or monitoring of this Policy? What are the other resource implications of implementing the Policy (including time and workload) 	<p>Technical instruction on assessment and calculations of EMF and impact may be required</p> <p>Workload and highlighting of potential risks so that those at particular risk to be made aware.</p>

RECOMMENDATIONS AND REVIEW DATE

IMPACT ASSESSMENT SIGNATURE AND DATE
Gareth W Jones – March 2018

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