



Equality Impact Assessment (EIA)

Name of policy, procedure or activity:

CONTROL OF NOISE AT WORK

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Date:	Oct 2011

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What is an EIA?

An EIA is an evidence based assessment of how a policy or activity will positively support Gwent Police’s general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people.

The EIA will also outline any steps to redress this.

For ease of reference, within this document the term ‘policy or activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

1.0 Identification section

Title: Control of Noise at Work

Reference: 517/13 b issue 1

Chief Officer Lead: DCC

Service Area: People Services

Document Written by: Policy Officer/Health and Safety Advisor

Department Responsible: Health and Safety

Document Lead: Health and Safety Advisor

Review Date: Oct 2013

2.0 Purpose

Please answer all of the following questions, using guidance information in section 5 to help you with your responses.

2.1 Aims

What are the aims of the policy or activity and how do they fit with the wider aims of the organisation?

This procedure has been introduced to protect all police personnel whilst at work, and others who may be affected by work activities, against noise levels which could cause damage to their hearing.

Gwent Police will ensure that the required standards are met to protect staff who may be at risk from the effects of excessive or prolonged noise levels.

Managers and staff must ensure that the appropriate precautions are observed to protect themselves and others from the effects of noise.

Guidance on noise levels and general procedures are set out in the procedure.

2.2 Motivators

What are the motivators or driving forces in the development of this policy or activity?

Noisy working environments have the potential to cause harm and must be fully risk assessed. Noise levels that regularly exceed 80dB(A) will require specific action to be taken. Where practicable, design or engineering controls must be implemented to minimise noise levels, in preference to the use of personal protective equipment (PPE).

2.3 Equality duties

This section outlines if and how this policy or activity helps support Gwent Police's equality duties. Protected characteristics are listed in the Guidance document in sections 3.1 to 3.10.

2.3.1 How does this policy or activity help to eliminate discrimination, harassment and victimisation?

It aims to treat all staff equally and comply with legislation on the subject.

2.3.2 How does this policy or activity help to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?

It aims to advance equality by making provision for the health and safety and welfare of those to which it applies.

2.3.3 How does this policy or activity help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?

It aims to apply to all staff and where necessary should make provision for those members of staff particularly at risk.

3.0 Assessment

This section assesses whether there are any aspects of the policy or activity, including how it is delivered, or accessed, that could contribute to inequality or discrimination. Please answer all of the following questions, using guidance information in section 6 to help you with your responses. You should provide evidence in this section for your answers.

3.1 Age

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No. However it should make provision for young people in the workplace whether visiting or otherwise. It should also aim to make provision where individuals hearing is already impaired to ensure that it is not allowed to become worse because of excessive noise in the workplace.

3.2 Disability

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No. This procedure should seek to prevent problems relating to hearing defects. This should be done through ensuring that appropriate risk assessments are undertaken in the workplace.

3.3 Gender reassignment

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No.

3.4 Marriage and civil partnership

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No.

3.5 Pregnancy and maternity

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No. However, managers and supervisors should be particularly aware of the unborn baby. As even though provision may be made for the mother this will not necessarily protect the unborn baby. Therefore a risk assessment needs to be undertaken.

3.6 Race

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No.

3.7 Religion or belief

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No.

3.8 Sex

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No.

3.9 Sexual orientation

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No.

3.10 Welsh Language

Could the policy or activity have a negative disproportionate impact on people who share this protected characteristic?

No. Although where noise is concerned and signs or warning notices are displayed they should be in Welsh as well as English.

4.0 Actions and outcomes

This section lists any actions that will need to be taken in order to address any adverse impact that has been identified. Please complete all the sections below and see the guidance information in section 6 for a more detailed explanation.

4.1 Action Plan

Impact identified: The issues identified in the assessment relating to age, disability, pregnancy and welsh language should be considered where necessary.

Action : Risk assessments to be undertaken when situations arise.

Rationale: To prevent harm or injury.

Completion date: Ongoing

Review date: Oct 2013

4.2 Outcomes

This section summarises the outcome of the policy or activity following this assessment. (Delete as appropriate and see section 6 on outcomes for a more detailed explanation).

No change to policy or activity required

4.3 Review

This assessment and the policy or activity will be reviewed by Oct 2013