**Equality Impact Assessment - Preliminary Assessment Form**

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| *Title of the strategy, policy, service or project:* | | Noise at Work Procedure |
| *Service Area:* | All | |
| *Lead Officer:* | Emma Watkins – Health and Safety Officer | |
| *Date of assessment:* | 19/03/2024 |
| *Is the strategy, policy, service (procedure) or project:* | | Procedure |
| *Changed* | x |
| *New* | ¨ |

**Section 1 – Clear aims and objectives**

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| 1. What is the aim of the strategy, policy, procedure or project? |
| The noise at work procedure has been prepared in compliance with the Health and Safety at Work Act 1974 and Noise at Work regulations 2005, and outlines control measures in place for managing the risks associated with noise exposure to employees whilst at work. |

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| 1. Who is intended to benefit from the strategy, policy, procedure or project and how? |
| This procedure is designed to protect all employees, persons undertaking work on behalf of the Council and members of the public who come into contact with noise at work, by highlighting measures the Council have in place to prevent health risks associated with working in a noisy environment. |

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| 1. What outcomes do you want to achieve? |
| By following the employer’s legal responsibilities as set out in the Noise at Work Regulations 2005, the Council will be protecting employees, persons undertaking work on behalf of the Council and members of the public by reducing exposure to noise which could cause harm. Some of the health issues related to noise are,   * Stress, anxiety, and depression. * High blood pressure and heart disease. * Damage to the structures of the ear. * Tinnitus, which causes ringing in the ears. * Noise-induced hearing loss. |

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|  | **Potentially positive impact** | **Potentially negative impact** | **No disproportionate impact** |
| Age | x | ¨ | ¨ |
| Disability and long-term conditions | x | ¨ | ¨ |
| Gender reassignment | ¨ | ¨ | x |
| Marriage or civil partnership | ¨ | ¨ | x |
| Pregnant women and people on parental leave | ¨ | ¨ | x |
| Sexual orientation | ¨ | ¨ | x |
| Race | ¨ | ¨ | x |
| Religion or belief | ¨ | ¨ | x |
| Sex (Gender) | ¨ | **¨** | x |

**Section 3 – Recommendations and monitoring**

If you have answered that the strategy, policy, procedure or project could potentially have a negative impact on any of the above characteristics then a full Equality Impact Assessment will be required.

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| 1. **Should a full EIA be completed for this strategy, policy, procedure or project?** | | |
| ¨ *Yes* | x *No* |  |
| This procedure has a positive impact on members of staff in relation to age and disabilities.  **Age** - When a person gets older, their ability to hear may gradually decrease over time. This process is referred to as age-related hearing loss. Age-related hearing loss, otherwise known as presbycusis, is common. By monitoring and reducing noise in the workplace can slow down the natural hearing loss process due to age.  **Disability** – If an employee has a hearing impairment or wears a hearing aid, working in a noisy environment could cause the person to miss understand an instruction which in turn could cause an accident to them, and to others around them. By monitoring noise levels and reducing the risk from noise as required under The Noise at Work Regulations 2005 will ensure that appropriate consideration is taken to provide any reasonable adjustment or other control measures to support the employee at work. | | |

**Section 4 – Approval by**

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

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| Reviewed by Head of Service | Name: | F Pittam |
| Date: | 22/03/2024 |

If further information regarding this assessment is required, please contact the Lead Officer for this assessment (outlined in Section 1.)