**Equality Impact Assessment - Preliminary Assessment Form**

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| *Title of the strategy, policy, service or project:*  | **Vibration at Work Procedure** |
| *Service Area:* | All |
| *Lead Officer:* | Emma Watkins - Health and Safety Officer  |
| *Date of assessment:* | 04/03/2024 |
| *Is the strategy, policy, service (procedure) or project:*  |  |
| *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?
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| This procedure has been produced to meet the legal duty under the Control of Vibration at Work Regulations 2005. This regulation has a view to protecting persons against risks to their health and safety arising from exposure to vibration at work.  |

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| 1. Who is intended to benefit from the strategy, policy, procedure, or project and how?
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| The Control of Vibration at Work Regulations 2005 outlines the legal duties of employers to protect the health and safety of all their employees who use tools and machinery that have the potential to cause harm due to vibration. In using such equipment, The Council will take into consideration the latest technical advances and will put into effect organisational measures taken in accordance with the Regulation, this includes regular medical surveillance, instruction and training provided by a competent person on how to use the tools and machinery correctly and safely.  |

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| 1. What outcomes do you want to achieve?
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| By conducting regular medical surveillance, any health issues caused to employees due to the use of tools and machinery will be identified in a timely manner. This will help to reduce the severity of conditions such as HAVS and WBV, and where a potential health issue has been identified in an employee, they will be referred to occupational health for further evaluation. |

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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?**
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| ¨ *Yes* | x *No* |  |
| This procedure meets the requirements of The Equality Act 2010. All staff who use tools which potentially cause illness due to vibration have regular medical surveillance and are given the training and instruction on how to correctly us tools correctly. The tools are also tested by a competent person to ensure they operate at a safe level of vibration in accordance with the HSE. This policy has a positive impact on the following groups.**Disability** – Any member of staff identified as having a disability who uses vibration equipment will be assessed by a medically competent person with reasonable adjustments and control measures, where reasonably practicable, to ensure their continued health and safety at work.  |

**Section 4 – Approval**

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: | 04.03.24 |

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