

Equality Impact Assessment Form

Department/Section: HR&OD **Date of Assessment:** 01/02/24 **Review Due:** Feb 2026

Author/Owner: Ian Bow **Signature:** Ian Bow **Date:** 01/02/24

Step 1

Aim of proposed activity/decision/new or revised policy or procedure: Review of the revised Control of Noise and Vibration at Work Policy due to merging of QUAL066 Control of Noise at Work Policy and QUAL113 Control of Vibration at Work Policy. Revision - change of document to new branding.	New	<input type="checkbox"/>
	Revised	<input checked="" type="checkbox"/>
	Existing	<input type="checkbox"/>

Who will be affected? Staff, students, contractors and general public - specifically those exposed to noise and vibration.	Who will be consulted? Health and Safety Committee OD & EDI Adviser	Evidence available: UHI Perth Health and Safety Policy and Arrangements HSE publications: Noise – Don't Lose your Hearing! INDG363 (rev2) Sound advice – Control of Noise at Work in Music and Entertainment HSG260 Controlling Noise at Work Myth-buster – Noise in Music and Entertainment Sectors (HSE) Control of Vibration at Work Regulations 2005 L140 – Hand – Arm Vibration Control of Vibration at Work Regulations 2005 L141 – Whole – Body Vibration Health and Safety at Work etc Act 1974 Management of Health and Safety at Work Regulations 1999 Provision and Use of Work Equipment Regulations 1998 Personal Protective Equipment at Work Regulations 1992 (as amended) Control of Noise at Work Regulations 2005
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		Control of Vibration at Work Regulations 2005 Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
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Step 2

Potential Positive/Negative/Neutral Impact Identified. P, N, N/I	Age	Disability	Gender Reassignment	Marriage/Civil Partnership*	Pregnancy and Maternity	Race	Religion or Belief	Sex	Sexual Orientation
Eliminating Discrimination.	P	P	N/I	N/I	P	N/I	N/I	N/I	N/I
Advancing Equality of Opportunity.	P	P	N/I	N/I	P	N/I	N/I	N/I	N/I
Promoting Good Relations.	P	P	N/I	N/I	P	N/I	N/I	N/I	N/I

Step 3 Action to be taken.
Review on major changes to policy/procedure or upon review date.

Summary of EIA Outcome – please tick	
No further action to be carried out.	<input checked="" type="checkbox"/>
Amendments or changes to be made.	<input type="checkbox"/>
Proceed with awareness of adverse impact.	<input type="checkbox"/>
Abandon process – Stop and Rethink.	<input type="checkbox"/>

Date EQIA Approved:	08/02/24	Approved by:	Sarah Wood, OD & EDI Adviser
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Please forward completed EIA forms by e-mail to pc.equality.perth@uhi.ac.uk