Equality Impact Assessment of the review of H&S Policy on Artificial Optical Radiation (AOR)

By: Suzanne Barnes (SB) Date: October 2022

Project Aim

What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits)

To review and update management arrangements to ensure the health and safety of persons who could be exposed to AOR whilst on University campus.

Project Title Project Lead Review of existing H&S Policy on Artificial Optical Radiation

Advancing Equality of Opportunity

Will the needs of staff and students with different protected characteristics be met? Could the project, policy or practice lead to increased take-up / participation by protected groups?

Are there any opportunities to proactively advance equality for specific protected groups and / or between protected groups?

The risks associated with AOR may necessitate that some members of staff or students with a pre-existing medical condition of the eye may require different arrangements to safeguard them from potential adverse impacts of exposure to optical radiation, particularly UV.

health, safety and well-being of all persons who could be affected.

The Policy however seeks to make it clear that a general-prohibition approach for AOR is not acceptable and cases must be considered individually. Staff and students are requested to advise a suitable person of a pre-existing medical condition, particularly of the eye that should be considered in a risk assessment. This so appropriate arrangements can be put in place.

Promoting Good Relations

,	Stop and rethink
	The assessment shows actual or potential unlawful discrimination. Note the
i	action to be taken to stop and / or rethink the project.

How will the actual impact of the project, policy or practice be monitored once it has been implemented?

The Policy will be reviewed by the Health, Safety & Emergency Management Task Group, as per the schedule of policy review and / or as legislative requirements change.

Publication

This Equality Impact Assessment will be published on the H&Swebsite