

Equality Impact Assessment (EQIA) Rapid Impact Checklist

Completing this form will help decide whether the policy will further require a Full EQIA and/or integrated Impact Assessment. *Policy refers to service, function, policy, framework, strategy, new service, service redesign, and programmes.

Title	Control of Hand Arm Vibration at Work Policy
Directorate, service or department	Corporate Health and Safety on behalf of NHS Grampian

Main contact of the policy*

Name	Dawn McBain	Tel No	n/a
Job Title	Health and Safety Specialist	Email	Dawn.mcbain@nhs.scot
Department	Corporate Health and Safety		

Staff who contributed/completed the EQIA

Dawn McBain Claire Bonnar Keith Grant
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Policy

Aim	To comply with the Approved Codes of Practice on Hand Arm Vibration.
Purpose	The purpose of the policy is to inform and instruct anyone within NHS Grampian who is exposed to Hand Arm Vibration Syndrome or vibration related Carpal Tunnel Syndrome; or anyone managing a workforce where exposure could occur on the need for HAVs Risk Assessment and what this should contain include a Programme of Control
Intended/desired outcomes	The intended outcome/s of the: Avoidance of development of vibration related ill-health

Part 1. Which groups of the population do you think will be affected by the proposal?

People and Groups: <ul style="list-style-type: none"> Staff (all staff inc. trainees, temp workers, volunteers, vulnerable persons: young/pregnant) Patient 		<ul style="list-style-type: none"> People of low income Homeless people People involved in criminal justice system People with mental health problems Carers (paid or unpaid, family member)
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<ul style="list-style-type: none"> • Minority ethnic people (incl. Gypsy/travellers, refugees & asylum seekers) • Women and men • People in religious/faith groups • Disabled people • Older people, children and young people • Lesbian, gay, bisexual and transgender 	<ul style="list-style-type: none"> • People affected by substance misuse or addictions • Low literacy/health literacy • Living in deprived area, remote or rural area • Unemployed • Any other groups
<p>The proposal/policy will affect NHS Grampian staff, who may belong to any of the above groups such as women and men, people with disability etc</p> <p>NHSG Grampian Managers and employees where the work involved vibration equipment of lower frequencies which can cause Hand Arm Vibration Syndrome or vibration-carpal tunnel syndrome - typically equipment such as breakers, needle guns, hedge trimmers, hedge strimmers etc.</p>	

Part 2. Identifying the impacts (in brief) on groups with protected characteristics, including economic impact and human rights.

Protected Characteristic	Positive or Negative Impact Social and Economic, Human Rights Additional Information [Positive impact/Negative Impact/No adverse impact has been identified. Briefly explain the impact, including any social, economic or human rights]
Age (early years, children, young people, middle years, older people)	No impact. The policy applies to all age group of staff.
Disability (physical disability, learning disability, neurological, sensory loss, mental health, long term conditions)	Positive impact. Any employee who has existing an medical condition which could be affected by the use of vibration equipment known to be causal in the development of hand arm vibration syndrome or vibration-carpal tunnel may require reasonable adjustments to be made.
Gender Reassignment (people who have proposed, started, in the process or completed a process to change their sex)	No impact
Marriage or Civil Partnership (people who are married, unmarried or in civil partnership)	No impact

Pregnancy or Maternity (pregnant and/or on maternity leave, including breastfeeding)	No impact
Race (minority ethnic people, racial groups, national origins, gypsies/travellers, refugees, asylum seekers, migrant workers)	No impact
Religion or Belief (different religions or beliefs, including non-belief)	No impact
Sex (male, female)	No impact
Sexual Orientation (e.g. lesbian, gay, bisexual, heterosexual)	No impact

Part 3. Any adverse or potential adverse impact identified? ☐ Yes ☒ No

Briefly describe the adverse or potential impact and how it will be addressed or mitigated

Part 4. Health Determinants/Health in All. Identify the positive and negative impacts and which groups will be affected?

What impact will the proposal have on lifestyles?	
• Diet and nutrition	No impact
• Exercise and physical activity	No impact
• Substance use: tobacco, alcohol and drugs	Positive impact for employees knowledge of the increased risk of developing hand arm vibration syndrome or vibration-carpal tunnel if they smoke - incentive to stop smoking
• Risk taking behaviour	Positive impact for employee behaviour to avoid risk and avoid / minimise health harm / damage
• Education and learning or skills	Positive impact. Employees exposed to vibration risk must fully understand the risk, how it is caused and the possible ill-health effects. Multiple information, instruction and training are available to different staff groups (i.e. managers, supervisors, operators/staff).
Will the proposal have any impact on the social environment?	
• Social status	No impact

• Employment (paid or unpaid)	Positive impact. The policy aims to reduce ill-health effects due to hand and body vibrations, which will result to staff's good health and well-being and reduction of sickness or ill-health.
• Social/family support	No impact
• Stress	No impact
• Income	Positive impact. The policy aims to reduce ill-health effects due to hand and body vibrations, which will result to staff's good health and well-being and reduction of sickness or ill-health.
Will the proposal have an impact on the physical environment?	
• Living conditions	No impact
• Working conditions	Positive. Compliance with the ACOPs and ensuring suitable risk assessments are done.
• Pollution or climate change	No impact
• Accidental injuries or public safety	No impact
• Transmission of infectious disease	No impact
Will the proposal affect access to experience of services?	
• Health care	Positive impact, safe employees do not become patients
• Transport	No impact
• Social services	No impact
• Housing services	No impact
• Education	No impact

Part 5. Will it have any impact on the following?

		Describe or summarise how this policy will contribute to or achieve
Eliminate discrimination? If you answer YES, explain if it is a positive or negative effect. It can be YES because (a) it eliminates or reduce discrimination or (b) enhance/promote discriminatory practice	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	
Equality of opportunity? Does the policy offer equality to all without discrimination on the protected characteristics or other groups How does it remove or minimise disadvantages? What steps were taken to meet the needs of people who share protected characteristics? How does it encourage persons who share	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> N/A	Policy makes it clear that the likelihood of developing hand arm vibration syndrome or vibration-carpal tunnel developed through using vibration equipment can be worse for individuals with existing medical conditions. The policy also makes it clear that these individuals should not be put at greater risk due to their medical conditions and reasonable

protected characteristics participate in the activity?		adjustments may be required. It provides for professional Health Surveillance
Foster good relations between groups? Does it foster good relations between groups e.g. promote positive attitudes, having due regards to tackle prejudice, promote understanding, interactions, personal security or participation	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> N/A	

Part 6. Is this policy* a strategic decision? ☐ Yes ☒ No

If **No**, go to **Part 8**.

If **Yes**, go to **Part 7**. A policy* that has a potential to impact on health and widen health inequalities must have “due regard” for the Fairer Scotland Duty. A policy that is a “strategic decision” must take into account how they can **reduce inequalities of outcome caused by socio-economic disadvantage**. See page 15 of the FSD Guidance for the definition of ‘strategic decision.’

The Fairer Scotland Duty places a legal responsibility on public bodies to actively consider how they can reduce inequalities of outcome caused by socioeconomic disadvantage. The Duty applies at strategic level, which normally include decisions around setting priorities and targets, allocating resources and commissioning services. To assess if your policy is a strategic decision, please refer to: Fairer Scotland Duty: guidance for public bodies - gov.scot (www.gov.scot)

Part 7. Fairer Scotland Duty. What likely will this policy have on people experiencing different kinds of social disadvantage?

Socio-Economic Disadvantage	Positive impact/Negative Impact/No adverse impact has been identified
Low Income/Income Poverty – cannot afford to maintain regular payments such as bills, food, clothing	
Low and/or no wealth – enough money to meet Basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future	
Material Deprivation – being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies	

Area Deprivation – where you live (rural areas), where you work (accessibility of transport)	
Socio-economic Background – social class i.e. parent's education, employment and income	

Part 8. Does the policy need to consider the impact on other areas?

Human Rights (Human Rights Assessment)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Children's rights and welfare (Children's Rights Impact Assessment)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Environment	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Financial	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Island or Rural Communities	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Part 9. Children and Young People (Scotland) Act (2014)

The Child Rights and Wellbeing Impact Assessment (CRWIA) is a process which you can identify, research, research and record the anticipated impact of any proposed policy on children's human rights and wellbeing.

Check the CRWIA Screening Sheet – this asks you to consider:

- What aspects will affect children and young people up to 18 year
- What likely impact will be
- Which groups of children and young people will be ore affected

[Children's Rights & Wellbeing Impact Assessment \(CRWIA\) - Children's Rights and Wellbeing Impact Assessment guidance - gov.scot \(www.gov.scot\)](http://www.gov.scot/resources/documents/2014/06/Childrens_Rights_and_Wellbeing_Impact_Assessment_guidance.pdf)

Part 10. Has your assessment been able to demonstrate the following and why?

☒ **Option 1. No major change** (where no impact or potential for improvement is found, no action is required)

☐ **Option 2. Adjust** (where a potential or actual negative impact or potential for a more positive impact is found, make changes to mitigate risks or make improvements)

☐ **Option 3. Continue** (where a potential or actual negative impact or potential for a more positive impact is found but a decision not to make a change can be objectively justified, continue without making changes.)

☐ **Option 4. Stop and remove** (where a serious risk of negative impact is found, the plans, policies etc being assessed should be halted until these issue can be addressed)

Explain decision

Part 11. The EQIA was carried out by: (name, job title/post, service/organisation)

Dawn McBain
Roda Bird

Part 12. Has the policy document been checked by a Level 1 EQIA assessor?

☒ Yes ☐ No

If yes, please fill in details

Name	Roda Bird
Job Title	Interim Equality and Diversity Manager
Email	Roda.bird@nhs.scot
Date	6/5/2025

Return to Equality and Diversity at roda.bird@nhs.scot

- Completed form
- Copy of final draft/version of any documentation

To be completed by Equality and Diversity – for quality control purposes and recording

Recommendations <input checked="" type="checkbox"/> Rapid EQIA <input type="checkbox"/> Full EQIA <input type="checkbox"/> Fairer Scotland Duty	
Name	Roda Bird
Job Title	Interim Equality and Diversity Manager
Email	Roda.bird@nhs.scot
Date	7/5/2025