



EQUALITY IMPACT ASSESSMENT

Department	HR
Policy	Employee Hearing Protection Policy

1. Description of Policy

The Control of Noise at Work Regulations 2005 include requirements for the assessment of noise at work and the protection from damage to hearing. This policy describes how the Royal Academy of Music will manage the risks associated with exposure to noise at work, in order to ensure that work activities carried out by Academy employees, do not pose a significant risk to either the employees themselves or to other members of the Academy community. The effect of noise on students, is not covered by this policy, and is managed by the Academy's Performance Department.

The policy is published on SharePoint (Intranet).

2. Could the policy/project have an adverse impact on equality? Please consider this in relation to the following protected characteristics as defined by the Equality Act 2010:

- Age
- Disability
- Gender re-assignment
- Marriage or civil partnerships
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

No, the policy is compliant with, and upholds, the principles of the Equality Act 2010 and will not have an adverse impact on equality.

However, this EIA recommends revision to the policy with regards to:

- Point 3 - which provides an opportunity to signpost students to guidance and information in relation to performances/noise protection.
- Point 13 – HR should consider if hearing tests should be offered to all employees, not just full-time employees.
- Point 18 - which provides an opportunity to specifically reference the Equality Act 2010, with regard to providing information and signposting the rights of employees to reasonable adjustments where hearing impairment meets the definition of a disability under the Act.

Detailed notes on the above recommended revisions were sent to the HR department, who are responsible for the update of the policy.

3. Does this policy/project provide opportunities to make a positive impact on equality?

Yes, governance is in place as the Academy's Health and Safety Manager is responsible for monitoring and reporting on compliance with health and safety legislation in relation to Noise at Work to the Health and Safety Committee.

Point 13 of the policy, states that hearing tests (i.e. standard audiograms) will be offered to any full-time employee who wishes to be tested, with costs of up to £50 being reimbursed by the Academy. In certain circumstances, where an employee is identified as being at high risk due to their work at the Academy, additional funding may be available. Point 16 clarifies that part time employees will be directed to use the free hearing test offered by Specsavers Audiology and, where hearing protection or appliances are recommended, the Academy will contribute towards the cost based on the FTE of the employee concerned.

Point 18 of the policy states that employees who are exposed to designated high volume noise levels will be given information, instruction, and training on the risk of hearing damage. This will include how to minimise the risk, obtain hearing protection, report any shortcomings in the noise protection in place, and of their own obligations under the Regulations.

The policy provides links to the following UK government related guidelines for employees who may require more information:

- Controlling Noise at Work: Guidance on the Noise at Work Regulations 2005 <https://www.hse.gov.uk/pubns/books/l108.htm>
- Sound Advice: Control of noise at work in music and entertainment <https://www.hse.gov.uk/pubns/books/hsg260.htm>

4. What evidence has been considered? What consultation has been undertaken?

- The Policy Review Group, which includes the Registrar and Director of Student Operations, Director of Finance, Director of HR and the Executive Assistant and Secretary to the Governing Body
- The Health and Safety committee
- The EIA sub-committee
- The HSE website <https://www.hse.gov.uk/>

5. What actions have been agreed as a result of this EIA?

Actions will be reviewed, and progress/completion reported to the Belonging Committee.

Action	Who	Timescale
Revision of the policy as recommended by this EIA prior to publication on the Academy's website.	HR	December 2025

Date of Belonging Committee approval: 10/3/2026