

HHMUSIC LLP acknowledges that many of its staff, regional school Directors and students spend time in potentially noisy environments both in small groups as well as larger ensembles/choirs. The level and potential damage caused by noise varies greatly depending on the instrument, length of exposure and venue acoustics, with drums and electric guitars causing the greatest potential problems. All staff and students are required to monitor noise levels and raise concerns with the Health and Safety lead (Jonathan Eno BEM).

Noise Levels Control of Noise Responsibilities

- - Regional School Directors
- - Health and Safety Manager (HSM) Further Guidance

Monitoring and Review

HHMUSIC LLP has a legal duty under the Control of Noise at Work Regulations 2005 to monitor noise levels and to keep noise within the legal limits.

HHMUSIC LLP will from time to time assess noise levels under arrangements made by the HSM.

The first aim will be to reduce noise at source. Practically this will mean using “quieter” options such as Zildjian Silent Cymbals and “turning down” electrified instruments

HHMUSIC LLP requires all students to attend rehearsal with their own, adequate, pair of ear defenders. Regional School Directors also ensure that ear protection is freely available where required.

HHMUSIC LLP policy is that new tools and equipment purchased and used by staff must have noise reduction features built into the design.

Noise Levels

General rule noise will be considered as needing further assessment at HHMUSIC LLP if:

- Staff have to raise their voices to carry out a normal conversation when about two metres apart for at least part of the day;
- Staff use electrified instruments and drums for more than half an hour each day; and
- Staff are exposed to high levels of noise for a significant part of their working day;

Control of Noise

Where noise is perceived to be a risk to staff in **HHMUSIC LLP** the HSM (or Regional School Director) will:

- Assess the risks to employees from noise at work;
- Take action to reduce the noise exposure that produces those risks;
- Provide employees with hearing protection if the noise exposure cannot be reduced enough by other methods;
- Make sure the legal limits on noise exposure are not exceeded; and
- Provide employees with information, instruction, training and health surveillance;

Responsibilities

Board of Directors

The **Board of Directors** have overall responsibility for ensuring that the policy is implemented effectively.

Health and Safety Manager (HSM) The HSM is responsible for:

- Implementing the policy and advising the **Board of Directors** on any local amendments and procedures;
- Informing staff of the relevant regulations and school procedures;
- In consultation with the relevant area/team/responsible person, deciding whether a noise assessment is required and whether a competent contractor is required to undertake the assessment or whether a first line in-house assessment is sufficient;
- Ensuring that where the noise is above the accepted level, measures are taken to reduce the level;
- Establishing as accurately as possible noise levels around **HHMUSIC LLP** and the length of exposure;
- Assessing any risks arising from:
 - o Grounds/Site maintenance equipment;
 - o Use of music and other electronic equipment; and
 - o Any other identified sources of noise;

Some staff will be given particular consideration when making a noise risk assessment, for example people with a pre-existing hearing condition, those with a family history of deafness (if known), pregnant women, children and young people.

- Training heads of department and other relevant staff to recognise and deal with unacceptable levels of noise;
- Recording on the health and safety system all actions taken and will note future actions; and
- Reporting to the **Board of Directors** (as required) on actions taken;
- Arrangements for the control of the risks identified;

Further Guidance

Additionally, the Health and Safety Executive (HSE) has published guidance: *Noise at Work: A Brief Guide to Controlling the Risks*. In the guidance, the HSE advises employers that they have a problem if noise at work is intrusive, such as a busy street or crowded restaurant, for most of the working day and employees have to raise their voice to have a normal conversation.

Guidance on the regulations can be found in the HSE's *Controlling Noise at Work: The Control of Noise at Work Regulations 2005*.

Monitoring and Review

The HSM will monitor the implementation of the policy and will report to the Board of Directors who will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout HHMUSIC LLP.

External Resources:

Musicians Union

<https://www.musiciansunion.org.uk/Home/Advice/Your-Career/Health-and-Safety/Protecting-Your-Hearing>

Musicians Hearing Health Scheme

<https://www.hearformusicians.org.uk/>

Sound Advice-Contains practical guidelines on the control of noise at work in music and entertainment.

<http://soundadvice.info/index.htm>