

Equality analysis form

1. Name of the activity (strategy, policy or practice etc)

Introduction of a Public Access Defibrillation* (PAD) Scheme at Frenchay, St Matthias, Glenside and Bower Ashton Campuses.

**Use of an automated external defibrillator (AED) that is made available to members of the local workforce or members of the public or both.[Resuscitation Council (UK)]*

2. What is the aim of the activity (objective or purpose)?

To enhance the existing first-aid arrangements by providing fully automated AEDs that can be used safely and effectively without previous training for both the University and the wider local community.

3. If amending a current activity, what changes are proposed?

No changes are proposed to the current first-aid arrangements.

However fully automated AEDs will be introduced that are designed to be used intuitively and with no training by members of the public who witness a cardiac arrest, and who can respond quickly whilst the emergency procedures are followed and the ambulance service summoned.

At the University it is a likely assumption that First-aiders will be explicitly trained in the use of AEDs and they are likely to be the first point of contact. Therefore specific training will be provided for First-aiders.

4. Who is responsible for developing and delivering the activity?

Health and Safety Unit

5. What measures will be used to assess whether the activity is successful?

The University's Health and Safety Unit in conjunction with the AED provider and South Western Ambulance Service will have a monitoring system in place. Data will be provided on each occasion a cabinet housing an AED is opened, whether an AED is subsequently used and whether the outcome is successful.

The Resuscitation Council (UK) states that impressive results have been reported with PAD schemes with survival rates as high as 74%.

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

Meeting the public sector equality duty

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. Please use the 'no' column to highlight your responses.

Staff Population 2011 (HR Staffing Compendium 2011)			
Characteristic		Number of staff	Proportion of total staff population
Gender	Female	2036	58%
	Male	1485	42%
Ethnicity	White	3148	89%
	BME	228	6.5%
	Unknown	145	4.1%
Disability	Disabled	170	4.8%
	Not Disabled	3299	94%
	Disabled status unknown	52	1.5%

Student Population 2011/12			
Characteristic		Number of students	Proportion of total student population
Gender	Female	14,781	54%
	Male	12,389	46%
Ethnicity	White	22,257	82%
	BME	4,546	17%
	Unknown	367	1%
Disability	In receipt of DSA (data on 10/11 academic year)	1,165	6%

	Yes	No	Not known
Women and men		The introduction of a PAD scheme will have no differential impact between men and women.	
Trans people			0.5% of staff have declared as trans/transgender (student data)

			<p>unknown).</p> <p>The HSU will seek the views of stakeholders to ascertain if there is any potential for a negative impact</p>
Black and minority ethnic groups			<p>The different cultural norms and language skills will need to be taken into account when communicating/publicising the PAD scheme.</p> <p>Advice will be sought from Student Services and other staff support structures.</p>
Disabled people			<p>The introduction of a PAD scheme will not alter the existing arrangements in place for first-aid and therefore will not have a detrimental effect on those staff and students with a disability status. However due to the nature of their disability there are some staff/students who may not be physically able to use an AED. Indeed these staff and students may not be able to administer first aid. In this instance the established emergency procedures would continue to be followed and</p>

			<p>assistance summoned.</p> <p>The advice of stakeholders will be sought in communicating the launch of the PAD scheme.</p>
Younger or older people		<p>The HSU does not envisage any negative impact for younger staff and students.</p> <p>The AED units will be housed in secure cabinets released remotely by the ambulance service during an emergency call. Therefore removing any occasion for horseplay and reducing the possibility of vandalism.</p>	<p>22% of staff are in the age range 55-64 and 1% are over 65. It is envisaged that older staff and students would be aware of their own personal/physical abilities and limitations. To this end they would therefore take the appropriate action as would be the case in the event of any emergency, i.e. they would summon assistance in line with the University's emergency procedures.</p>
People of different religion and beliefs			<p>30% of staff have declared a faith/belief (data not available for students).</p> <p>The HSU will seek the views of stakeholders to ascertain if there is any potential for a negative impact.</p>
Lesbian, gay, bisexual people		<p>2.4% of staff have declared as LGB (data not available for students).</p> <p>The HSU envisages that there will be no negative impact.</p>	

<p>Marriage and civil partnership</p>		<p>At present there is no accurate data as to the number of staff/students who are married or in civil partnerships. The HSU envisages that there will be no negative impact.</p>	
<p>Pregnancy and maternity</p>			<p>As at 4/4/13 there are 46 staff on maternity leave (we have no data relating to students).</p> <p>The introduction of a PAD scheme will not alter the existing arrangements in place for first-aid and therefore will not have a detrimental effect on pregnant staff/students.</p> <p>However due to the physical nature of attending to a casualty requiring defibrillation, pregnant staff/students may be unable/unwilling to use an AED. In this instance the established emergency procedures would continue to be followed and assistance summoned.</p> <p>The advice of key stakeholders will be sought in communicating the</p>

			launch of the PAD scheme.
--	--	--	---------------------------

7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

- A Project Group has been commissioned which includes representatives from the Trade Unions and Student Services.
- Raised at the University Health and Safety Committee - a forum through which members of the committee may raise general matters affecting the health, safety and welfare of staff and students. Includes management representatives, Trade Unions, Students and Students' Union.
- The HSU will be communicating with equality group networks

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

At present no negative impacts have been identified. Nonetheless, through continued communication we will endeavour to positively respond to any feedback from equality groups if they occur.

9. Please indicate the level of equality relevance:

- High
 Medium
 Low

10. Equality analysis completed by:

Name	Julie Bryant
Post title	Health and Safety Support Officer
Faculty / service	Health and Safety Unit
Date	17 April 2013

Please return this form to the Equality and Diversity Unit for feedback and publication.

Equality analysis - action plan

Appendix 1

Name of activity: Introduction of a Public Access Defibrillation (PAD) Scheme

Plan completed by: Julie Bryant & Alison Weeks

Service / faculty: Health and Safety Unit

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required						
Consultation	<p>Communication with Equality Groups to ascertain if any negative impact is identified.</p> <p>Where impacts are identified, to work with appropriate Groups to ensure a satisfactory resolution.</p>	Julie Bryant/ Alison Weeks		End May 2013	Feedback from Equality Groups	<p>Direct communication with staff networks was undertaken, only minimal response was received i.e. the need to include a reference to reducing vandalism.</p> <p>No comments were received during the on-line consultation period ending 24th June 2013.</p>
Monitoring and review arrangements	Monitoring and review procedure will be in place with South Western Ambulance	Julie Bryant/ Alison Weeks		Aug 2013	Data collection from AED provider, feedback from SWAS and internal	This will be an ongoing process once installation has occurred.

	Service, AED provider and UWE.				processes.	
Publication	Publish on E&D webpages	E&D Unit		June 2013		
Other actions						