



## Equality Impact Assessment – Health and Safety Department

EqlA covers policies, provisions, criteria, functions, practices and activities, including decisions and the delivery of services, but will be referred to as 'policy/practice' hereinafter.

**A. Policy/Practice (name or brief description):** First Aid Needs Assessment, going forward all first aider requirements for the University are assessed through a First Aid Needs Assessment to ensure appropriate first aid provision in high and low risk areas.

**B. Reason for Equality Impact Assessment (Mark **yes** against the applicable reason):**

- Proposed new policy/practice
- Proposed change to an existing policy/practice **Yes**
- Undertaking a review of an existing policy/practice
- Other (please state):

**C. Person responsible for the policy area or practice:**

Name: Fiona Calvin

Job title: Senior Health and Safety Adviser

School/service/unit: **Health and Safety Department**

**D. An Impact Assessment should be carried out if any of the following apply to the policy/practice, if it:**

- affects primary or high level functions of the University **No**
- is relevant to the promotion of equality (in terms of the Public Sector Equality Duty 'needs' as set out in the Policy and Guidance)? **No**
- It is one which interested parties could reasonably expect the University to have carried out an EqlA? **Yes**

**E. Equality Groups**

To which equality groups is the policy/practice relevant and why? (add notes against the following applicable equality group/s) –

- Age
- Disability- The individual would need to be physically able to fully participate in the physical and practical elements of the training course, such as delivering CPR. The individual would need to be fit enough to deliver CPR, as a trained first aider potentially until an ambulance or further first aiders arrive. This would include being able to get down beside the casualty and deliver chest compressions. If a person is severely partially sighted or blind, that would also preclude them from delivering first aid. No other issues are foreseen.
- race (including ethnicity and nationality)
- religion or belief

- sex – Women may be inadvertently discriminated as more women than men are part-time workers and may be discriminated by the requirement for a minimum of 3 days on campus to justify the effort and time in training for the 3 day First Aid at Work course.
- sexual orientation
- gender reassignment
- pregnancy and maternity If the individual is pregnant an assessment would need to be carried out if undertaking training or continuing in the role of a first aider as part of the individual's maternity risk assessment.
- marriage or civil partnership<sup>1</sup>

Add notes against the following applicable statements:

- On any available information about the needs of relevant equality groups:
- Any gaps in evidence/insufficient information to properly assess the policy, and how this will be addressed:
- If application of this policy/practice leads to discrimination (direct or indirect), harassment, victimisation, less favourable treatment for particular equality groups:
  - If the policy/practice contributes to advancing equality of opportunity<sup>2</sup> :
  - If there is an opportunity in applying this policy/practice to foster good relations:
- If the policy/practice create any barriers for any other groups?
  - How the communication of the policy/practice is made accessible to all groups, if relevant? : **Will be disseminated via email, website, TEAMS messages, BLOGS**
  - How equality groups or communities are involved in the development, review and/or monitoring of the policy or practice? :**The First Aid Needs Assessment will be presented to the University Safety, Health and Wellbeing Committee in March 2025 for comment and ratification, which has representation from a variety of University communities including management, students and Unions.**
  - Any potential or actual impact of applying the policy or practice, with regard to the need to eliminate discrimination, advance equality and promote good relations:.  
**However, those individuals working part-time (women may be adversely affected due to the greater proportion of female part-time workers) may be adversely affected, due to the requirement to be working a minimum of 3 days on site to provide the First Aid at Work course (for which a small stipend is received) during the working week. No reasonable adjustments can be made. First aid awareness courses are available, but a stipend is not available for these courses.**
  - **Disability- discrimination against those less physically able, only those individuals who are physically able to fully participate in the physical and practical elements of the training course, such as delivering CPR can be considered for the 3-day First Aid at Work and the 2-day Emergency First Aid. The individual would need to be fit enough to deliver CPR, as a trained first aider; potentially until an ambulance or further first aiders arrive. This would include being able to get down beside the casualty and deliver chest compressions. If a person is severely partially sighted or blind, that would also**

<sup>1</sup> Note: only the duty to eliminate discrimination applies to marriage and civil partnership. There is no need to have regard to advancing equality or opportunity or fostering good relations in this respect.

<sup>2</sup> This question does not apply to the protected characteristic of marriage or civil partnership

**preclude them from delivering first aid. No other issues are foreseen. No reasonable adjustments can be made. First aid awareness courses are available, but a stipend is not available for these courses.**

**F. Equality Impact Assessment Outcome**

Select one of the four options below to indicate how the development/review of the policy/practice will be progressed and state the rationale for the decision

**Option 1:** No change required – the assessment is that the policy/practice is/will be robust.

**Option 2:** Adjust the policy or practice – this involves taking steps to remove any barriers, to better advance equality and/or to foster good relations

**Option 3:** Continue the policy or practice despite the potential for adverse impact, and which can be mitigated/or justified **Yes**

**Option 4:** Stop the policy or practice as there are adverse effects cannot be prevented/mitigated/or justified.

**G. Action and Monitoring**

1. Specify the actions required for implementing findings of this EqIA and how the policy or practice will be monitored in relation to its equality impact (or note where this is specified above). The first aid Trainer is aware of the EqIA issues for disability and part-time working as is the Staff Disability and Wellbeing Adviser. Alternative first aid courses not requiring CPR and of 1 day duration such as First Aid Awareness are available and the individuals impacted by the First Aid Needs Assessment will be directed to those courses.
2. When will the policy/practice next be reviewed? **Every 3 years, unless legislative or other changes prompt and earlier timeframe.**

**H. Publication of EqIA**

Can this EqIA be published in full, now? **Yes**

If No – please specify when it may be published or indicate restrictions that apply:

**I. Sign-off**

EqIA undertaken by (name(s) and job title(s)): Fiona Calvin, Senior Health and Safety Adviser

Accepted by (name): Candice Schmid, Deputy Director (Operational Management and Core Safety Advisory Services)

Date: 28/02/2025

Retain a copy of this form for your own records and send a copy to [equalitydiversity@ed.ac.uk](mailto:equalitydiversity@ed.ac.uk)