

Cabinet

Thursday, 25 May 2023, 10.00 am, County Hall

Membership: Cllr Simon Geraghty (Chairman), Cllr Marc Bayliss, Cllr Adrian Hardman, Cllr Marcus Hart (Vice Chairman), Cllr Adam Kent, Cllr Karen May, Cllr Richard Morris, Cllr Tracey Onslow, Cllr Andy Roberts and Cllr Mike Rouse

Appendices Supplement

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NOTES

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Equality and Public Health Full Impact Assessment

Impact Assessment Id: #521

1.0 Screening Information

Project Name

Council motion regarding CPR training and defibrillators in schools and communities.

Name of Project Sponsor

Lisa McNally

Name of Project Manager

Clare Charlton

Name of Project Lead

Luke Ward

Please give a brief description of the project

To report back to council on the motion agreed in July 2022 with regards to CPR training and automated external defibrillators (AEDs) in schools and communities across the county of Worcestershire. As such, a school was carried out and data was collected from the British Heart Foundation (BHF) which resulted in recommendations.

Data Protection screening result

Does not need a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Does not need a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

To report back to council on the motion agreed in July 2022 with regards to CPR training and automated external defibrillators (AEDs) in schools and communities across the county of Worcestershire. As such, a school audit was carried out and data was collected from the British

Heart Foundation (BHF) which resulted in recommendations.

Upload Business Case or Support documents

No files uploaded

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

1. An report of the availability of CPR training across middle/secondary schools
2. An audit of the availability of AEDs across middle/secondary schools and in communities
3. How to access funding for AEDs

Project Outcomes

Briefly summarise what the project will achieve.

To report back to council on the motion agreed in July 2022 with regards to CPR training and automated external defibrillators (AEDs) in schools and communities across the county of Worcestershire.

Is the project a new function/service or does it relate to an existing Council function/service?

New

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

Chief Executive Unit (inc Finance)

Service Area

Public Health

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

May 2023

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Clare Charlton
Job title	Advanced Public Health Practitioner
Email address	CCharlton@worcestershire.gov.uk

Name	Luke Ward
Job title	Public Health Apprentice
Email address	LWard5@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Communities

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Data provided by the BHF outlining the AED provision across the county of Worcestershire.
Public Health audit of middle/secondary schools and access to AEDs.

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Engaged with all middle and secondary schools in Worcestershire.
We have also engaged with the British Heart Foundation (BHF) and West Midlands Ambulance Service.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

1. 96% of secondary/middle schools have an AED and there are central Government plans for all schools to have AEDs by the end of the 2022/2023 academic year.
2. CPR training is freely available online from the BHF (ReVivr course).
3. The distribution of AEDs across the county varies.
4. There are 530 publicly available AEDs in Worcestershire.
5. Nationally, deprived areas and areas with a greater proportion of residents from minority ethnic backgrounds have a higher incidence of cardiac arrest, lower incidence of bystander CPR and less access to public access defibrillators.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Proposals include supporting communities to access AEDs in areas with higher proportions of over 65 year old's who are more likely to experience an out of hospital cardiac arrest (OHCA). This will have a positive impact on those people whose age increases the likelihood of OHCA due to the increased number of people who can carry out CPR or access an AED in the event of an OHCA. The majority, 98% of OHCA occur in adults, most of these amongst the over 65 years population. There are plans for AEDs to be provided to all schools via the Department for Education.

Disability

Potential neutral impact selected.

Explanation of your reasoning:

The proposals will focus on more deprived communities (measured by Index of Multiple Deprivation IMD) which will include people with disabilities including those whose disabilities arise from heart disease. This proposal will include a better understanding of CPR within all groups across the county and also offer some funding in areas with a greater need for AEDs. As a result, there will be a positive impact for people with disabilities due to the increased number of people who can carry out CPR or access an AED in the event of an OHCA. WCC will be offering grant funding to some organisations to purchase an AED but will not be responsible for the siting, access, maintenance and servicing.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

The proposals will focus on the most deprived communities (measured by Index of Multiple Deprivation IMD), those with higher numbers of over 65 year olds and fewer AEDs (data from the British Heart Foundation BHF) which will include all people, including those undergoing gender reassignment in that community. This proposal will result in a better understanding of CPR across the county and also increase funding for some areas with fewer AEDs. As a result, there will be a neutral impact for people with gender reassignment and no negative impact for people undergoing gender reassignment due to the increased number of people who can carry out CPR or access an AED in the event of an OHCA.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

As a result of the proposals there will be of neutral impact for people who are married or in a civil partnerships due to the increased number of people who can carry out CPR or access an AED in the event of an OHCA. The impact will depend upon a number of factors including the deprivation (by IMD) of the local community that a married couple or people in a civil partnership are living within.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

There will be a neutral impact for women who are pregnant or are in the post-natal period due to the increased number of people who can carry out CPR or access an AED in the event of an OHCA. This will apply more in areas or deprivation (by IMD). Because the focus will be on over 65 year olds, areas of IMD and ethnic minorities, pregnant women and women in the post natal period are likely to see a neutral impact apart from maybe for their support network such as their parents and extended family.

Race including travelling communities

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

The proposals do include a specific element relating to ethnic minorities. This relates to national data (BHF see cabinet report) indicating that CPR and use of an AED are less likely to be in ethnic minority communities. So this group has the potential to see a positive impact due to the increased number of people who can carry out CPR or access an AED in the event of an OHCA. These communities are more likely to be able to access funding for AEDs through the cabinet proposal.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

There will be a neutral impact for people with religious beliefs depending on whether these people live in an area that is able to apply for back stop funding for an AED. This will result in an increase number of people who can carry out CPR or access an AED in the event of an OHCA.

Sex

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Men are more likely to benefit from these proposals as men are more likely to experience a cardiac arrest, however any increase in CPR training and AED provision in a community will be of benefit for women too. Although a heart attack is different from a cardiac arrest, women's heart attack symptoms can differ from men's and this knowledge will be included in any signposting from the proposed website on CPR. The evidence of how intersex people may benefit from an increase in AEDs in most deprived communities (by Index of Multiple Deprivation IMD), those with higher numbers of over 65 year olds and fewer AEDs (data from the British Heart Foundation BHF) is not known.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

The impact of the proposals will be neutral for people of various sexual orientation. The actual impact will depend on where they live and in relation to the distribution of AEDs, deprivation by IMD of the local community and number of over 65 year olds and ethnic

minority communities.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected.

Explanation of your reasoning:

The cabinet proposals target those groups who have been identified as most likely to require the use of an AED, these being: people over 65 years old, from ethnic minorities and deprived areas. This means these communities are more likely to be able to access funding for AEDs where there are fewer numbers in these communities. This will be a benefit to these vulnerable and disadvantaged groups.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

The national data presented to us by the BHF indicates that people over 65, in deprived communities and ethnic minorities are more likely to experience an OHCA. The proposals in the paper aim to support an increase in CPR training and access to AEDs in these communities which is a positive impact reducing health inequalities.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

The proposals will support communities less able to identify funding for AEDs through previous failed funding attempts and so address economic inequalities. In addition the proposals aim to increase CPR training in local communities which in itself may increase social connectedness, community engagement, neighbourliness and potentially a decrease in loneliness.

Physical health

Potential positive impact selected.

Explanation of your reasoning:

The proposal will include a requirement to promote CPR training locally and also knowledge of any newly installed AEDs. Should these skills or equipment be needed, there is the potential to reduce poor physical as a result of a OHCA. The proposed website changes will include a link to prevention of cardiovascular disease.

Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

The proposal has the potential to reduce any anxiety for people living with heart disease if they are made aware of the location of a newly installed AED and that local people have undertaken CPR training.

Access to services

Potential positive impact selected.

Explanation of your reasoning:

The cabinet proposals mean that there is potentially better access to AEDs and people trained in CPR. This is a positive benefit of the proposals and more so for people living in more deprived communities, those with higher proportions of over 65 year olds (with fewer AEDS locally) and ethnic minority groups as these groups will be targeted.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

This will be revisited throughout the project proposal for increasing AEDs in areas of need meeting the criteria, within the budget constraints.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

16/05/2023 12:53:36

Screening Submitted Date Time

28/04/2023 12:34:56

Last Reopened Date Time

16/05/2023 12:15:50

Full Impact Submitted Date Time

16/05/2023 12:53:36

Approved/Rejected Date Time

No Date Recorded

Current User Dashboard Request Status

Submitted

9.0 People with access to the original screening

[Clare Charlton \(CCharlton@worcestershire.gov.uk\)](mailto:CCharlton@worcestershire.gov.uk)

[Luke Ward \(LWard5@worcestershire.gov.uk\)](mailto:LWard5@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Clare Charlton \(CCharlton@worcestershire.gov.uk\)](mailto:CCharlton@worcestershire.gov.uk)

[Luke Ward \(LWard5@worcestershire.gov.uk\)](mailto:LWard5@worcestershire.gov.uk)

Question:

Hello, unfortunately this response regarding protected characteristics, does not answer 'how we are showing or evidencing due regard' to each of the protected characteristics, by acknowledging and understanding the (potential) impacts. Please contact your line manager, or myself should you require support or advice about completing this EIA: mcameron@worcestershire.gov.uk or equality@worcestershire.gov.uk Thanks

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 02/05/2023 16:57:37

Luke Ward (LWard5@worcestershire.gov.uk) has been asked this question.

Response:

We recognise that some people with protected characteristics may be impacted by the current distribution of AEDs across the county. As a result of the research undertaken for this cabinet motion, specific groups were identified as being at greater risk of out of hospital cardiac arrest (OHCA), as a result the geographies where there are higher proportions of these residents have been identified to reduce inequities for these specific groups. The protected characteristic groups are age, ethnic minorities and people with disabilities, in addition to people living in more deprived communities. We are evidencing due regard for protected characteristics by identifying within the paper those groups who are disproportionately impacted by the distribution of AEDs within some local communities across Worcestershire. The paper proposes supporting and/or funding to alleviate the variable distribution of AEDs in the county. This will mean older people, people from ethnic minorities and all people living in more deprived communities will be better served. The proposal includes online information about CPR training and AEDs and where to access funding for AEDs.

Luke Ward (LWard5@worcestershire.gov.uk) at 05/05/2023 11:14:55

(User was not logged in when response was submitted. Identity Unverified)

Response:

Hi Luke, all 9 protected characteristics need to be considered, as referenced in the PSED, we also need further clarification (rather than a copy and paste) as mentioned from the cabinet report in understanding how we have shown and evidenced 'due regard' in each category. Some of course will have more impact (either positive or negative) than other areas. Where relevant, please either update this assessment with the details mentioned from cabinet report, or attach it to the assessment, to ensure anyone (including external stakeholders / members of the public, etc) can understand our reasoning in assessing each protected characteristic and the impact. As mentioned, should you require any support in completing the EIA, please let me know - mcameron@worcestershire.gov.uk Thanks, Maddy

Maddy Cameron (MCameron@worcestershire.gov.uk) at 09/05/2023 09:14:17

Add Response

Question:

Hi do you need this amended and signed off by a certain date? If so, please let me know so we can reopen and you can add the required information. Email details sent above. Thanks, Maddy

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 11/05/2023 14:42:21

Luke Ward (LWard5@worcestershire.gov.uk) has been asked this question.

Response:

Yes, this needs to be submitted by close of play on Tuesday 16 May 2023 so please could it be re-opened as soon as possible. It would be useful to have a conversation about what further information is needed. Thanks.

Clare Charlton (CCharlton@worcestershire.gov.uk) at 15/05/2023 14:24:18

Add Response