



# South Kesteven District Council

## Equality Analysis (Stage 1)

### Introduction of Defibrillators

<b>Service Area:</b>	<b>Lead officer:</b> Jo Toomey	<b>Date of Meeting</b>  14/06/13
Scrutiny Committee	<b>Assessors:</b>	
Legal & Democratic Services	<b>Neutral Assessor:</b> Carol Drury	



<b>Gender Reassignment</b>	Potential for a positive impact	See general comments  For any person undergoing gender reassignment it is intensely personal.
<b>Religion or Belief</b>	Potential for a positive impact	See general comments  Certain faiths will require that both male and female operators of any defibrillation equipment are available.
<b>Sex</b>	Potential for a positive impact	See general comments  Both male and female operators of any defibrillation equipment would need to be available.
<b>Sexual Orientation</b>	Potential for a positive impact	See general comments
<b>Pregnancy and Maternity</b>	Unknown	Advice would need to be taken from a medical professional on any potential risks prior to the introduction of defibrillation equipment.
<b>Marriage and Civil Partnership</b>	Potential for a positive impact	See general comments
<b>Carers</b>	Potential for a positive impact	See general comments
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>  *(IMD = Indices of multiple deprivation)	Potential for a positive impact	See general comments
<b>General comments</b>	Defibrillation can be successful regardless of any protected characteristic. A patient's dignity and privacy must be respected.  Before the introduction of defibrillation equipment, legal advice would need to be sought regarding the potential to treat a patient with a 'Do Not Resuscitate' order.	

**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

In producing the proposal, consultation was undertaken with medical professionals (Professor of Cardiology), voluntary sector first responders, Leisure Connection, council staff and councillors with specialist knowledge.

**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

Consideration needs to be given to the impact of using defibrillators on patients with the characteristics: disability, race, religion or belief and pregnancy and maternity. We also need to consider the potential risks associated with patients with active DNRs.

Should we introduce defibrillation equipment, all of the above would need to be addressed prior to installation and be covered in any related training and policy for use.

**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input type="checkbox"/>
<b><i>If you have checked option a) you will need to complete a Stage 3 analysis when your policy/service/function/strategy has been implemented</i></b>		
b)	Adjust the proposal to remove barriers identified by equality analysis or to better promote equality.	<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)	Adverse impact but continue	<input type="checkbox"/>
<b><i>If you have checked option c1) you will need to answer questions c.1</i></b>		
d)	Stop and remove the policy/function/service/strategy as equality analysis has shown actual or potential unlawful	<input type="checkbox"/>

**b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

Should the Council introduce defibrillation equipment, a stage two equality analysis will need to be undertaken to address the concerns raised in the box above (3).

- b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

We will speak to people with medical and legal knowledge to address the queries raised.

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

- c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

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**Signed (Lead Officer):**  
*(Name and title)*

**Jo Toomey**  
*Principal Democracy Officer*

**Date completed:**

**14/06/13**

**Signed (Neutral Assessor):**  
*(Name and title)*

**Carol Drury**  
*Community Engagement and Policy Development Officer*

**Date signed off:**

**14/06/13**