

Equality Impact Assessment of the review of H&S Policy on Fire Safety

By: Suzanne Barnes (SB)

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Project Aim	
<i>What does the project aim to achieve? (Please note the financial and / or non-financial outcomes and benefits)</i>	

Project Title	Review of existing H&S Policy on fire safety
Project Lead	Suzanne Barnes (SB)
Project Team	SB

What impact does the project, policy or practice have on people that share a protected characteristic?
<i>Under the equality duty (set out in the Equality Act 2010), the University must have ‘due regard’ to the need to eliminate unlawful discrimination, harassment and victimisation as well as to advance equality of opportunity and foster good relations between people who share a protected characteristic and those who do not. The protected characteristics covered by the equality duty are: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The duty also covers marriage and civil partnerships, but only in respect of eliminating unlawful discrimination. The law requires that the University demonstrates it has had ‘due regard’ to the aims of the equality duty in its planning and decision-making processes. Although not classed as protected characteristics under the Equality Act 2010, due regard must also be made to the effects of planning and decision-making processes on carers. Due regard also needs to be given to the Welsh Language under the Welsh Language (Wales) Measure 2011.</i>

Public Sector Equality Duty Requirements	Detail of Impact (Positive / Neutral / Negative)	Evidence
<p>Eliminating Discrimination</p> <ul style="list-style-type: none"> <i>Is the project, policy or practice likely to treat anyone less favourably or disadvantage them because of their protected characteristics?</i> <i>Could the project, policy or practice lead to different outcomes for different protected groups?</i> 	<p>In some very rare instances, ‘persons with a protected characteristic’ may be treated differently in order to ensure the health, safety and well-being of themselves and others who could be affected if they experienced difficulties evacuating in a fire and / or fire alarm. Putting both themselves and others at risk.</p>	<p>Fire alarm systems are such that upon detection of smoke / heat the fire alarm sounds and building occupants should evacuate. In a fire alarm activation we are reliant on individuals being able to hear the fire alarm and generally being sufficiently mobile to evacuate via the stairs as lifts cannot be used in a fire alarm activation.</p>

<p>Advancing Equality of Opportunity</p> <ul style="list-style-type: none"> • <i>Will the needs of staff and students with different protected characteristics be met?</i> • <i>Could the project, policy or practice lead to increased take-up / participation by protected groups?</i> • <i>Are there any opportunities to proactively advance equality for specific protected groups and / or between protected groups?</i> 	<p>The Policy expects the needs of individuals are considered so appropriate support can be put in place to support them.</p>	<p>The University has carried out extensive work to upgrade its fire systems to support deaf and hard of hearing persons through the installation of flashing beacons which activate in a fire alarm. A number of buildings also have antennas which, in a fire alarm send a signal to a pager carried by the person and which will then vibrate to inform the person the fire alarm is sounding.</p> <p>In addition, all buildings with lifts have refuge point systems, which provide a safe haven which persons who cannot evacuate via the stairs can go to. The majority also have an intercom which links to the Security lodges enabling the person to talk to Security staff for advice and assurance.</p> <p>Evacuation chairs are located around the University, as well as on the Security staff mobile unit, which enables persons to be evacuated via the stairs in the event lifts cannot be used. All Security and a number of University staff, (predominantly in public buildings e.g. Main Arts, Pontio, M-SParc) have been trained in their use.</p> <p>In addition, Health and Safety works with Disability Services to support students who have declared a disability to ensure a Personal Emergency Evacuation Plan (PEEP) has been prepared. Health and Safety will also prepare PEEPs for staff if notified. General advice regarding the PEEPs process is also available on the H&S Website.</p>
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		Additional ongoing adjustments are then made where possible to support an individual if required. For example, additional flashing beacons. The Halls Office works closely with students in Halls of Residence to ensure they have appropriate support mechanisms in place.
<p>Promoting Good Relations</p> <ul style="list-style-type: none"> • <i>Have steps been taken to tackle prejudice and promote understanding?</i> • <i>How have relevant individuals, groups or organisations been involved / consulted in developing and impact assessing the project?</i> 		
Based on the above assessment, what course of action is required?		
<p>No major change required <i>The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.</i></p>	No changes required in the Policy	
<p>Make adjustments to remove barriers or to better advance equality <i>Note the adjustments that will be made to remove barriers identified by the assessment or to better advance equality.</i></p>		
<p>Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality <i>Note the steps that will be taken to reduce or mitigate the adverse impacts.</i></p>		
<p>Stop and rethink <i>The assessment shows actual or potential unlawful discrimination. Note the action to be taken to stop and / or rethink the project.</i></p>		

How will the actual impact of the project, policy or practice be monitored once it has been implemented?

The Policy will be reviewed by the Health and Safety Emergency Management Task Group, as per the schedule of policy review and / or as relevant legislation or guidance such as British Standards changes.

Publication

This Equality Impact Assessment will be published – on the H&S website once a new page is established