

Equality Impact Assessment

Please review the [EIA Guide](#) before completing this form.

A reminder that an EIA should:

- Demonstrate steps taken to assess the equality impact of the work, and any impact found.
- Respond to negative impact by identifying changes or mitigations (where needed).
- Build in review to identify unforeseen impacts and assess if mitigations are working.

Date written

21/11/2022

Date of most recent update:

21/11/2025

Owner(s):

John Phillips

Title of work being assessed:

First Aid Policy Review November 2025

Background

Brief outline of the work including purpose/aims:

Policy Statement document relating to the University's duties under the Health and Safety (First Aid) Regulations has been reviewed with only minor changes including reference to 'bleed kits' and more clarity in relation to hybrid working.

Who does this work affect?

E.g., does it apply to both staff and students, are there particular levels of study or types of roles it is most applicable to, are there wider teams/departments linked to the work?

It only applies to staff, although trained first aiders are expected to provide assistance to students should the need arise.

Impact

What has been done to check if there are implications of this work for different groups, and what was found?

Legal requirements set out in the Regulations need to be adhered to regardless, with an elevated duty of care being applicable to people with existing health conditions. First Aid Risk Assessments carried out by departments and Training courses provided for First Aiders should include consideration of individual differences in order to meet the University's Diversity and Inclusion requirements.

Are there aspects of this work that contribute to our social inclusion aims?

Our aims are to increase staff and student diversity, develop an inclusive culture, and increase Warwick's regional and national leadership in social inclusion.

The Health and Safety at Work Act 1974 and all delegated legislation under the act, including the Health and Safety (First Aid) Regulations 1981 (as amended), apply equally to all employees

Mitigation

If negative implications are found, what changes will you make to the work and/or what mitigation will you put in place?

N/A

If it is not possible to change or mitigate as there are no other proportionate means to achieve the aims, supply a justification for why this is the case:

N/A

Review

Date for the EIA to be reviewed:

10/11/2028

Person responsible for the review:

Lisa Grimsley