



## **NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1 APRIL – 30 JUNE 2022**

### **Introduction**

Section 75 of the Northern Ireland Act 1998 requires the Northern Ireland Ambulance Service Health and Social Care Trust, when carrying out its functions in relation to Northern Ireland, to have due regard to the need to promote equality of opportunity between nine categories of persons, namely:

- persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- men and women generally;
- persons with a disability and persons without; and
- persons with dependants and persons without.

Without prejudice to these obligations, the Trust must also have regard to the desirability of promoting good relations between persons of different religious belief, political opinion or racial group.

The Trust's Equality Scheme outlines how we propose to fulfil our statutory duties under Section 75. Within the Scheme, the Trust gave a commitment to apply the screening methodology below to all new and revised policies and, where necessary and appropriate, to subject new policies to further equality impact assessment:

- What is the likely impact of equality of opportunity for those affected by the policy/proposal, for each of the Section 75 equality categories? (minor/major/none)
- Are there opportunities to better promote equality of opportunity for people within Section 75 equality categories?
- To what extent is the policy/proposal likely to impact on good relations between people of different religious belief, political opinion or racial group? (minor/major/none)
- Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

In keeping with the commitments in our Equality Scheme, the Trust has applied the above screening criteria to new policies and proposals. The screening process is used to identify which policies are likely to have a significant/major impact on or consequence for people, including those in any of the nine equality groups.

If it is decided that a policy/proposal is likely to have a significant/major impact in relation to equality, it is then necessary to carry out a more detailed exercise called an Equality Impact Assessment (EQIA).

This screening report outlines the screening outcomes between 1 April and 30 June 2022.

## Communication and Engagement

In order to carry out our functions there is a need to continue to effectively engage and work collaboratively with a wide range of stakeholders including Trust staff, Trade Unions, service users, carers, commissioners, primary care, public representatives and independent providers.

The Trust is committed to promoting Personal and Public Involvement in all its activities. The development of new policies and proposals will be supported by effective engagement processes to ensure that staff, service users and all interested parties are fully involved. Planning for and delivering safe, clinically effective and cost effective services requires close collaboration at many levels.

To ensure equality of opportunity in accessing information, we will provide this document in alternative formats on request, where reasonably practicable. Alternative formats may include Easy Read, Braille, audio formats (CD, mp3 or DAISY), large print or minority languages to meet the needs of those for whom English is not their first language. If you have any queries about this document and its availability in alternative formats then please contact:

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## Outcome of Screening

The screening outcomes are outlined in the table below. Three possible outcomes are recorded:

- **screened in** for equality impact assessment
- **screened out with mitigation** (i.e. ways of delivering the policy outcome which have a less adverse effect on the relevant Section 75 categories) or an alternative policy proposed to be adopted
- **screened out without mitigation** or an alternative policy proposed to be adopted.

| Screening Date | Policy                                      | Aim   | Screening Outcome   | Decision                         |
|----------------|---|---|---|----------------------------------|
| 1 April 2022   | Corporate Risk Management Policy & Strategy | To support the Trust in managing its risks as effectively as possible by understanding and embedding the principles of effective risk management throughout the organisation. This ensures that NIAS meets both its moral and legal obligations, and ensures the safeguarding of patients, the public, its employees and assets as far as is reasonably practicable.  | Screening indicates that the policy is likely to have no adverse impact on equality of opportunity. | Screened out without mitigation. |
| 26 May 2022    | Hot Works Policy                            | <p>The policy aims to:</p> <ul style="list-style-type: none"> <li>• define hot works and the control measures that are required to be implemented to ensure the works are carried out safely, so as not to cause harm to anyone or damage to property;</li> <li>• ensure staff are protected by assessing the risks from hot works processes and applying the necessary control measures, so far as reasonably practicable;</li> <li>• ensure suitable and sufficient risk assessments are completed for all hot works</li> </ul> | Screening indicates that the policy is likely to have no adverse impact on equality of opportunity. | Screened out without mitigation. |

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|             |                        | <p>tasks carried out by the Trust, or on behalf of the Trust;</p> <ul style="list-style-type: none"> <li>• set out clear roles and responsibilities associated with statutory legislation;</li> <li>• adherence to applicable health and safety legislation;</li> <li>• clarify arrangements for reporting of issues or incidents relating to hot works; and</li> <li>• ensure that this this policy and associated documentation is clearly communicated and freely accessible.</li> </ul> |   |                               |
| 1 June 2022 | Body Worn Video Policy | <p>The aim of the policy is to ensure compliance with legislation and strategic direction and to establish procedures, planning and safe use of BWV devices throughout the Trust. The policy is designed to protect staff, service users and the public from risk whilst safeguarding the welfare of patients, carers and members of the public.</p>  | <p>No major adverse impacts on equality and human rights were identified during screening. The policy reflects the outcome of a public consultation exercise. BVW will only be activated in specifically defined operational circumstances by appropriately trained uniformed staff responding to emergency calls where there is a threat of violence or aggression, ensuring that its use is proportionate, legitimate, necessary and justifiable.</p> <p>Human rights law recognises that restrictions on some rights can be justified when they have a legal basis, are strictly necessary, based on</p> | Screened out with mitigation. |

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|             |                                      |  | <p>scientific evidence and are neither arbitrary nor discriminatory in application, respectful of human dignity, subject to review, and proportionate to achieve the objective.</p> <p>The policy will be kept under continuous review.</p>  |                              |
| 1 June 2022 | Personal Protective Equipment Policy | <p>The policy sets out the requirements for the correct selection, fitment and use of PPE. This policy seeks to:</p> <ul style="list-style-type: none"> <li>• ensure staff are protected by assessing the risks from processes and practices and applying the necessary control measures, so far as reasonably practicable;</li> <li>• ensure suitable and sufficient risk assessments are completed for all tasks carried out by NIAS staff;</li> <li>• set out clear roles and responsibilities associated with statutory legislation;</li> <li>• ensure staff are trained in the safe fitment and use of PPE issued;</li> </ul> | <p>The policy is designed protect staff, service users and the public from risk whilst carrying out various tasks within their working roles. The requirement of people from some faiths to wear specific forms of dress or facial hair have been reflected in the policy. Screening indicates that the policy is likely to have no adverse impact on equality of opportunity.</p> | Screened out with mitigation |

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|             |                   | <ul style="list-style-type: none"> <li>• ensure adherence to applicable health and safety legislation;</li> <li>• clarify arrangements for reporting of issues associated with PPE;</li> <li>• outline the process for audit and review to ensure the effective use of PPE.</li> </ul>  |   |                                 |
| 1 June 2022 | Legionella Policy | <p>The policy establishes a framework for the safe intake, storage and distribution of clean water within the Trust and to ensure that:</p> <ul style="list-style-type: none"> <li>• procedures are in place to assess the risk of bacterial contamination and ensure that corrective actions identified in risk assessments are implemented, so as to either eliminate or adequately manage and control the inherent risk;</li> <li>• any operational changes, redesign of facilities or buildings, or change in their use, consider associated risk from exposure to bacteria;</li> <li>• effective control procedures are implemented and</li> </ul> | No impacts on equality and human rights were identified during screening. | Screened out without mitigation |

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|  |  | <p>maintained for each premises under the direct control of NIAS - Refer to Appendix 2 - Written Scheme;</p> <ul style="list-style-type: none"><li>• clear lines of communication are maintained and that individual responsibilities within the control programme are defined and adequately resourced;</li><li>• all precautionary measures are regularly monitored to maintain their effectiveness and that a continuing programme of awareness is maintained;</li><li>• results are recorded and that defects in the written scheme of control (defect/action process) are acted upon;</li><li>• appropriate action is taken in the event of an outbreak of Legionellosis or Pseudomonas;</li><li>• free and easy access to the most current version of the policy and ensure arrangements are in place for archiving revised policies.</li></ul> |  |  |
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