



## **NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1 OCTOBER – 31 DECEMBER 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 October and 31 December 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:

Ambulance Headquarters  
Site 30 Knockbracken Healthcare Park  
Saintfield Road  
Belfast  
BT8 8SG

Tel: 02890 400999  
Textphone: 02890 400871  
E-mail: [niashr.equality&humanrights@nias.hscni.net](mailto:niashr.equality&humanrights@nias.hscni.net)

## 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                         |
|-----------------|---|--|---|----------------------------------|
| 19 October 2022 | Operational Road Risk & Fleet Safety Policy | <p>The objective of this policy is to:</p> <ul style="list-style-type: none"> <li>• provide a clearly understandable policy and procedure;</li> <li>• define 'at work driving' and 'occupational road risk';</li> <li>• outline the legal duties of the Trust;</li> <li>• clearly identify accountability/responsibility for the management of occupational road risk;</li> <li>• ensure a standardised approach in driving standards/development within the Trust, and enhance driving standards in line with best practice, training and legislation;</li> <li>• ensure that all vehicles owned and operated by the Trust are in a fit for purpose state and maintained to safe standards;</li> <li>• improve health and safety, reduce driving incidents and road traffic collisions;</li> <li>• ensure the appropriate use of telematics to monitor and reduce the Trust's carbon</li> </ul> | Screening indicates that the policy is likely to have no adverse impact on equality of opportunity. The policy should have a positive impact on human rights as it is intended to ensure the impact of any risks to patients, service users and the public are identified, minimised and managed with monitoring/reporting processes in place to protect staff and service users. | Screened out without mitigation. |

|                 |                              |   |  |   |
|-----------------|------------------------------|---|--|---|
|                 |                              | <p>footprint on the environment and monitor and support driving standards;</p> <ul style="list-style-type: none"> <li>• improve productivity (due to fewer incidents taking vehicles off the road);</li> <li>• reduce costs to the organisation (reduction of fleet premiums and cost of repairs and replacements).</li> </ul>  |  |   |
| 7 November 2022 | Gifts and Hospitality Policy | <p>The policy is intended to provide advice to Trust staff, other personnel and third parties who, in the course of their day to day work or as a result of their employment, either receive offers of gifts and hospitality or provide gifts and hospitality to others on behalf of the Trust with the aim of ensuring that NIAS employees and appointees are not put in a position in which risks or apparent risks may conflict with progression of business activities. It aims to protect employees and appointees under the Bribery Act 2010 which states it is an offence to receive or offer a bribe (including certain levels of gifts and hospitality).</p> | <p>Screening indicates that the policy is likely to have no adverse impact on equality of opportunity.</p> | <p>Screened out without mitigation.</p> |

|                  |   |  |  |                                  |
|------------------|---|--|--|----------------------------------|
| 11 November 2022 | Policy on the Identification and Management of Frequent Callers and Vulnerable Service Users. | <p>The identification and management of frequent callers to the emergency services offered by NIAS is essential for the Trust to fulfil its obligation to identify and safeguard vulnerable people. In addition there are a range of individuals who make frequent or persistent calls to 999 services which do not relate to a health or social care need and which may be considered to be impinging on ensuring ambulance services are provided to those who need them.</p> | <p>The policy is assessed as having a minor, though positive, impact on service users and is designed to ensure that patients receive the most appropriate care and support for their needs. Calls will be managed to ensure ambulances are available to respond to patients with genuine emergency and urgent care needs. NIAS has a responsibility for the security and safety of staff and patients and is committed to working in partnership with third party agencies whilst adhering to information governance sharing protocols and Caldicott guidelines.</p> <p>The policy and screening will be subject to ongoing review as more data becomes available through monitoring.</p> | Screened out with mitigation.    |
| 18 November 2022 | NIAS Concerns, Complaints & Compliments Policy  | <p>To ensure that:</p> <ul style="list-style-type: none"> <li>robust complaint management and accountability arrangements are in place in accordance with the Trust's governance arrangements and the Department of Health's (DoH) "Guidance in Relation to the Health and Social Care Complaints Procedure";</li> </ul>   | <p>No major impacts were identified during screening for people in any of the Section 75 categories. There will be a positive impact for people with disabilities in that they will be able to receive information in alternative formats and communicate through alternative channels. For those whose first language is not English, they will</p>   | Screened out without mitigation. |

|  |  |  |   |  |
|--|--|--|---|--|
|  |  | <ul style="list-style-type: none"><li>• complaint management processes comply with the Northern Ireland Public Services Ombudsman's "Principles of Good Complaint Handling" and the Health &amp; Social Care (HSC) "Complaints Procedure Directions (NI) 2009";</li><li>• complaints are handled in a speedy and efficient manner, that is open, accessible, fair, flexible, conciliatory and without blame;</li><li>• staff are provided with a greater understanding and guidance on complaint management procedures within the Trust to ensure complaints are managed in a positive manner and that learning takes place;</li><li>• staff are provided with a greater awareness of the value the Trust places on acknowledging compliments and the importance of using the positive feedback we receive to further enhance the patient experience and quality of services provided.</li></ul> | have access to interpreters and translated documents if required. |  |
|--|--|--|---|--|