



## **NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1 JANUARY – 31 MARCH 2023**

### **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 January and 31 March 2023.

## 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
5 January 2023	Surveillance/ CCTV Camera Policy (excluding Body Worn Video)	<p>The objective of this policy is to:</p> <ul style="list-style-type: none"> <li>• ensure that all CCTV installations for NIAS are planned, risk assessed and researched in order to comply with standards, codes of practice and GDPR regulations;</li> <li>• detail the corporate responsibility to the safety of staff and set down the roles and responsibilities of all personnel;</li> <li>• provide clarity and transparency for the justification and rationale for installing CCTV on NIAS premises (this includes vehicles and body worn cameras);</li> <li>• provide assurances that any installation of recording equipment is primarily for the safety and protection of staff, patients and visitors as well as crime prevention, detection and asset protection; and</li> <li>• formally record and detail the information that will be</li> </ul>	<p>The aim of the policy is to ensure compliance with legislation and strategic direction and to establish procedures planning, installation and maintenance of CCTV systems. The Procedure is designed protect staff, service users and the public from risk whilst safeguarding the welfare of patients, carers and members of the public. Screening indicates that the policy is likely to have no adverse impact on equality of opportunity.</p>	Screened out without mitigation.

		collected, stored and subsequently destroyed, as well as the time frames for holding information and reasons why.		
5 January 2023	Fire Safety Procedure	<p>The purpose of the Fire Procedure is to support the Northern Ireland Ambulance Service Health and Social Care Trust (NIAS) in improving fire safety and making it as effective as possible by setting out the arrangements for effective fire safety 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.</p> <p>The Fire Safety Procedure will be supported by a number of other documents covering other aspects of fire safety management such as personal emergency evacuation procedures (PEEPs), Fire Warden SOPs and a Fire Log Book, providing a framework that</p>	The aim of the Procedure is to ensure compliance with legislation and strategic direction and to establish procedures for managing incidents. The Procedure is designed to minimise and protect staff, service users and the public from risk from fire whilst safeguarding the welfare of patients, carers and members of the public. Screening indicates that the Procedure is likely to have no adverse impact on equality of opportunity.	Screened out without mitigation.

		enables NIAS to manage fire safety effectively, discharge its duties appropriately, and progress the successful delivery of both corporate and directorate aims and objectives.		
9 January 2023	Statutory and Mandatory Training Policy	<p>The objectives of this policy are to:</p> <ul style="list-style-type: none"> <li>• reduce risks to our service users, staff, visitors and the public;</li> <li>• comply with the law;</li> <li>• support staff in carrying out their duties safely and efficiently;</li> <li>• maintain competence to the required standards;</li> <li>• provide a systematic approach to the provision and monitoring of mandatory training for all staff;</li> <li>• ensure that a systematic approach is in place to review recommendations</li> </ul>	The aim of the policy is to ensure that Trust staff complete statutory and mandatory training, including equality training. The policy sets out the Trust's objectives and responsibilities to ensure that training is completed. Screening indicates that the Procedure is likely to have no adverse impact on equality of opportunity.	Screened out with mitigation.

		<p>for proposed mandatory training;</p> <ul style="list-style-type: none"> <li>• ensure acceptable governance arrangements are in place regarding the provision of and attendance/completion of training; and</li> <li>• outline responsibilities for managers and staff members to comply with the requirements of this policy.</li> </ul>		
23 January 2022	Control of Substances Hazardous to Health (CoSHH) Assessment Procedure (Health and Safety Procedure)	The purpose of the Control of Substances Hazardous to Health (CoSHH) Assessment Procedure is to support the Northern Ireland Ambulance Service Health and Social Care Trust (NIAS) in managing its health and safety risks as effectively as possible by understanding and embedding the principles of effective health and safety risk management throughout the organisation. This ensures that NIAS meets both its moral and legal obligations, and ensures the safeguarding of	The aim of the procedure is to ensure that staff and service users are protected from substances hazardous to health. The policy sets out the Trust's objectives and responsibilities, no major impacts on equality and human rights have been identified. Screening indicates that the Procedure is likely to have no adverse impact on equality of opportunity.	Screened out without mitigation.

		<p>patients, the public, its employees and assets as far as is reasonably practicable.</p> <p>The procedure along with the Risk Assessment Procedure, provides the framework that enables NIAS to manage its health and safety risks effectively and discharge its duties appropriately.</p>		
30 January 2023	Risk Assessment Procedure (Health and Safety Procedure)	<p>The purpose of the Risk Assessment Procedures is to support the Northern Ireland Ambulance Service Health and Social Care Trust (NIAS) in managing its health and safety risks as effectively as possible by understanding and embedding the principles of effective health and safety 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.</p>	<p>The aim of the procedure is to ensure compliance with legislation and establish procedures for managing risk. The procedure is designed to minimise and protect staff, service users and the public from risk, whilst safeguarding the welfare of patients, carers and members of the public. No major impacts on equality and human rights have been identified. Screening indicates that the Procedure is likely to have no adverse impact on equality of opportunity.</p>	Screened out without mitigation.