



NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1 APRIL – 30 JUNE 2021

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 2021.

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
10 May 2021	Remote & Home Working Procedure	The aim of the policy is to describe how the Trust intends to prevent or minimise the risk to staff while homeworking, realise the opportunities associated with remote and homeworking, and identify accountability and responsibility for health and safety, equipment and data.	Screening indicates that the policy is likely to have no adverse impact on equality of opportunity.	Screened out without mitigation.
10 May 2021	Revision of New and Expectant Mothers – Ambulance Service Health and Safety Procedure	The procedure aims to ensure that staff are treated equally and fairly at all times, and that all reasonable adjustments are made for new and expectant mothers. It will ensure that any control measures or reasonable adjustments for each individual are monitored and reviewed on a regular basis. The procedure should reduce risk to staff and volunteers who are new or expectant mothers.	The aim of the Procedure is to ensure compliance with legislation and strategic direction and to establish procedures for managing new and expectant mothers. Screening indicates that the policy is likely to have no adverse impact on equality of opportunity.	Screened out without mitigation.

27 May 2021	Medical Devices Policy	A revision of the Trust's Medical Devices Policy. It aims to ensure compliance with legislation and to establish procedures for the selection, procurement, integration, training, use, maintenance and ultimate replacement and disposal of medical Devices.	The policy is designed protect staff, service users and the public from risk whilst safeguarding their welfare. Screening indicates that the policy is unlikely to a major impact on equality of opportunity.	Screened out without mitigation.
31 May 2021	Body Worn Video	The principle of introducing body worn video as a deterrent to acts of violence and aggression towards staff, and to provide a source of evidence when such acts occur. Body worn video 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, with policy and procedures in place to ensure that its use is proportionate, legitimate, necessary and justifiable.	The use of body worn video was considered a proportionate means to in achieve a legitimate aim. Its use would be kept under continuous review. Human rights law recognises that restrictions on some rights can be justified when they have a legal basis, are strictly necessary, based on scientific evidence and are neither arbitrary nor discriminatory in application, respectful of human dignity, subject to review, and proportionate to achieve the objective. Screening indicates that the policy is unlikely to a major impact on equality of opportunity.	Screened out with mitigation