



NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1 JULY – 30 SEPTEMBER 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 July and 30 September 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
1 July 2021	Hand Hygiene Policy	The aim of the policy is to set out methods for undertaking hand hygiene, a policy statement in respect of being bare below the elbow, roles and responsibilities, governance, assurance, accountability and audit processes.	The policy has been designed to be fair and equitable, whilst safeguarding the health and wellbeing of patients, carers, members of the public, and staff. Screening indicates that the policy is unlikely to have an adverse impact on equality and human rights.	Screened out without mitigation.
1 July 2021	Aseptic Non-Touch Technique (ANTT) Policy	The policy sets out the expected process that is required when a staff member undertakes an aseptic procedure such as cannulation or wound dressing.	The policy has been designed to be fair and equitable, whilst safeguarding the health and wellbeing of patients, carers, members of the public, and staff. Screening indicates that the policy is unlikely to have an adverse impact on equality and human rights.	Screened out without mitigation.

31 May 2021	Guidance for Line Managers: COVID-19/Long COVID Absence Support Process	<p>As part of the emergency response to the current COVID-19 pandemic, HSC employers in conjunction with Department of Health (DoH) introduced temporary workforce guidance as part of its strategy to support the response to COVID-19. To help clarify the wording and intent of the DoH guidance, Regional HSC Absence Leads have produced guidance for Line Managers to support employers with the management of long term COVID-19 sickness absences. This guidance highlights key principles in managing Long COVID and outlines the support process Line Managers should follow to support the effective management of sickness attributable to Long COVID.</p>	The policy has been designed to be fair, equitable and compassionate, whilst safeguarding the health and wellbeing of patients, carers, members of the public, and staff. Screening indicates that the policy is unlikely to have a major impact on equality and human rights.	Screened out with mitigation
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10 August 2021	Safeguarding Policy (Adults, Children and Young People)	The aim of the policy is to ensure that the Trust fulfils its professional responsibilities in relation to safeguarding adults and children, in partnership with other key agencies (Health and Social Care Trusts, PSNI, HSCB, RQIA and the Department of Health). It will ensure compliance with legislation and provide strategic direction for adult and child safeguarding procedures.	The policy 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. Screening indicates that the policy is likely to have no major impact on equality of opportunity.	Screened out without mitigation.
10 August 2021	Safeguarding Education and Training Strategy	The Strategy sets out Trust responsibilities to ensure that staff and volunteers work with patients (and others) both adults and children who may be at risk of abuse and neglect, as defined by regional safeguarding policies and procedures, and are equipped with the skills and knowledge to fulfil their safeguarding responsibilities.	The strategy 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. Screening indicates that the strategy is likely to have no major impact on equality of opportunity.	Screened out without mitigation.

10 August 2021	Safeguarding Procedures and Referral Process (Adults, Children and Young People)	The aim of the policy is to ensure compliance with legislation, set strategic direction and to establish adult and child safeguarding procedures.	The policy 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. Screening indicates that the policy is likely to have no major impact on equality of opportunity.	Screened out without mitigation.
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