



## **NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1 OCTOBER – 31 DECEMBER 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 October and 31 December 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
12 October 2021	Policy for Use of Camera Imagery within Electronic Patient Care Records	<p>The purpose of the policy is to provide guidance on the use of the camera functionality on the NIAS personal issue device, specifically as part of the electronic patient care record. This guidance is for all staff, but particularly focused on those providing direct patient care and completing electronic patient records, to ensure they act in the best interest of the patient at all times, and are compliant with the law.</p>	<p>Camera functionality on the device is limited to when an electronic patient record is open and active. A number of safeguards were built into the policy. Images cannot be taken or stored outside of the patient record and are therefore securely held on central servers within the HSC regional data centres. Once a record is closed it cannot be reopened or edited unless role based access is permitted. This is limited to the system admin function and there is a digital footprint of access to records at all times. All imagery is secure and cannot be accessed outside of a patient record. All imagery must be relevant to the patient and be relevant to the continuum of care for the patient. Screening indicates that the policy is unlikely to have an adverse impact on equality and human rights.</p>	Screened out without mitigation.

8 November 2021	Being Open Policy	The policy sets out a commitment to provide open and honest communication between healthcare staff and patients (and/or their family and carers) when they have suffered harm as a result of their treatment. It is based on published guidance by the National Patient Safety Agency (NPSA) and also complies with step 5 of 'Seven steps to Service user Safety'.	Screening indicates that the policy is unlikely to have an adverse impact on equality and human rights.	Screened out without mitigation.
18 November 2021	Personal Development and Performance Review Policy	The policy sets out the process for providing meaningful and constructive feedback through structured appraisal and development conversations so that staff feel valued and included in the organisation's vision. Success will be celebrated and poor performance will be managed constructively.	The PDPR policy is a new way of working as staff have told us the old appraisal system was not a good experience. Consultation with staff has not highlighted any issues with section 75 or the Human Rights Act, and neither have meetings with Trade Union Branch Secretaries and other key stakeholders. Screening indicates that the policy is unlikely to have a major impact on equality and human rights.	Screened out without mitigation

22 December 2021	Community First Responders	Community First Responder Schemes are made up of volunteers who respond to a specific set of 999 call codes within an agreed geographical area. CFRs provide a complementary service in partnership with NIAS to reach the sickest quickest, making a lifesaving contribution. They are a vital link in the Chain of Survival and are able to provide emergency life support including cardiopulmonary resuscitation and defibrillation if required prior to the arrival of an ambulance.	Screening indicates that the policy is likely to have no major impact on equality of opportunity.	Screened out without mitigation.
22 December 2021	GoodSam Responders	The purpose of the strategy is to increase the number of people willing to intervene in a medical emergency and perform cardiopulmonary resuscitation and defibrillate if appropriate to do so. The GoodSAM App allows members of the public from Doctors to those who have a first aid certificate to be alerted to a cardiac arrest call within a specific radius of their location. The ethos of the GoodSAM App is to provide early intervention with basic life support and	No major equality or human rights impacts were identified during Equality Screening.	Screened out without mitigation.

		defibrillation until Emergency Medical Services arrive.		
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