



NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1 JULY – 30 SEPTEMBER 2016

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 2016.

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:

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

Tel: 028 90400999
Fax: 028 90400903
Textphone: 0890400871
E-mail: michelle.lemon@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
1 July 2016	Management of Aggression Policy and Procedure	The Policy aim is to ensure compliance with legislation and strategic direction and to establish procedures for managing incidents of aggression aimed at staff. It sets out the Trust's plan for the management of aggression. The policy identifies the Trust's commitment to the management of aggression and it provides guidance on minimising risk, investigating incidents and promoting a culture of continuous improvement. The management of aggression policy is a declaration of NIAS's overall aims and principles with respect to minimising aggression in the workplace.	The policy is designed to protect staff from incidents of aggression 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.	Screened out without mitigation
13 September 2016	Risk Management Strategy and Policy	The purpose of the Risk Assessment Strategy and Policy is to support the Trust 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. The aim is to ensure compliance with legislation and strategic direction	Screening indicates that the policy is likely to have no adverse impact on equality of opportunity. The strategy and policy are designed to protect staff, service users and the public from risk whilst safeguarding the welfare of patients, carers and members of the public.	Screened out without mitigation

		<p>in managing risk. This ensures that NIAS meets both its moral and legal obligations, and ensures the safeguarding of patients, the public, employees and assets as far as is reasonably practicable. The strategy and policy provides the framework that enables NIAS to manage its health and safety risks effectively and discharge its duties appropriately.</p>		
--	--	--	--	--