

NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1st APRIL – 30th JUNE 2015

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 2015.

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
April 2015	Budget Plans 2015/16	The budget plans aim to create a more efficient service that affords better access for those who need it most. Continued levels of service will be provided whilst reducing resources by increasing the effectiveness of the service.	The overall impact on service users and staff is assessed as being minor having taken into consideration mitigating measures and alternative policy considerations.	Screened out subject to ongoing monitoring
April 2015	Complaints Policy and Procedure	The Complaints Policy and Procedure detail the Trust's arrangements for dealing with verbal and written complaints received about any aspect of the services provided by or on behalf of the Trust.	No major impacts were identified during screening for people in any of the Section 75 categories. There will be a positive impact for people with disabilities in that they will be able to receive information in alternative formats and for those whose first language is not English who will have access to interpreters and translated documents if required.	Screened out without mitigation

June 2015	Appropriate Care and Referral Guideline	The policy and accompanying guidelines aims to support the “Transforming Your Care” vision of “Right Care, Right Place, Right Time”. The guideline will empower and support paramedics in clinical decision making. It will help support paramedics utilise the increasing number of alternative care pathways that are becoming available by extending the capacity of paramedics to safely treat and leave patients at home or refer them to a more appropriate health care provider.	The policy was assessed as having a minor impact on service users and is designed to ensure that patients receive the most appropriate care in a timely manner. The policy and screening will be subject to ongoing review as more data becomes available through monitoring.	Screened out subject to ongoing monitoring
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