

NORTHERN IRELAND AMBULANCE SERVICE EQUALITY SCREENING REPORT 1st April – 30th June 2013

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 January and 31 March 2013.

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
June 2013	Governance assurance framework	This framework is intended to detail the governance arrangements for the Northern Ireland Ambulance Service HSC Trust (NIAS) and set out the overarching framework for governance within the trust. It is designed to imbed open and transparent governance and accountability within NIAS and therefore it will benefit the whole community and ensure that nobody is excluded or left behind.	No impacts of any significance were identified during the screening process. The framework relates to the overall governance of the Northern Ireland Ambulance Service HSC Trust (NIAS) and therefore seeks to embed an integrated governance model that links financial governance, risk management and clinical and social care governance into the one framework that will ensure that the organisation is governed in an open and transparent manner.	Screened out without mitigation
June 2013	Claims management policy & procedure for clinical negligence & personal injury claims (employer and public liability claims)	The policy, including associated procedures, details the Trust's arrangements for the management of such claims, as primarily directed by Circular HSC (SQSD) 5/10 as issued by the Department of Health, Social Services and Public Safety, as either arising from incidents which occurred within the Trust. The aims of the policy are as follows: 1. Detail the roles and responsibilities of senior officers of the Trust who contribute to and manage the claims management process	No major impacts were identified as a result of equality screening. The policy is likely to have a positive impact on equality and human rights.	Screened out without mitigation

		<p>and what the operational arrangements in relation to that process are.</p> <ol style="list-style-type: none">2. Compliance with DHSSPSNI guidance, protocols issued by the Courts in Northern Ireland and also with applicable Departmental guidance in respect of confidentiality and the management of records.3. Operation of an approach which ensures that all claims:<ul style="list-style-type: none">• are dealt with promptly and efficiently within an organisational culture of openness which encourages all parties to resolve disputes, reduce delays and costs, and which ultimately reduces the requirements for litigation.• where litigation has been instigated that, without good reason, indefensible claims are not defended or settlement is not delayed.• Application of the risk management systems and processes detailed in the Trust's Risk Management Strategy to the management of claims including ensuring that all claims are thoroughly investigated, learning identified and improvements		
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		made so as to reduce the risk of further similar adverse events again occurring in the future.		
June 2013	DISABILITY ACTION PLAN	This Disability Action Plan for the Northern Ireland Ambulance Service Health and Social Care Trust has links to the Disability Action Plans produced by the other Health and Social Care Trusts within Northern Ireland. The content of the Plan has been informed by engagement with service users through a regional workshop involving other HSC Trusts. It is demonstrated that this approach has been successful and is in keeping with Equality Commission's guidelines. The aim of this plan is to promote the positive attitudes towards disabled people and to encourage the participation of disabled people in Public Life through the delivery of a range of different methods that promote this ethos throughout NIAS.	No impacts of any significance were identified during the screening process. The plan relates to the overall promotion of positive attitudes towards disabled people and to encourage the participation of disabled people in Public Life and throughout the Northern Ireland Ambulance Service HSC Trust (NIAS).	Screened out without mitigation