



11 November 2024

Email:

Dear







FREEDOM OF INFORMATION REQUEST

Request No: 29333-24
Subject: Information request around NIAS and neurodivergence.
Date Received: 16/07/2024
Date of Monitoring: 16/07/2024

Thank you for your request for information received on 16th July 2024 which was dealt with under the terms of the Freedom of Information Act 2000. Northern Ireland Ambulance Service (NIAS) Health and Social Care Trust has now completed its search for the information you requested and that is detailed below.

| FOI QUESTIONS | ANSWERS |
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| Q1.1 - Are ambulance personnel provided with training on autism spectrum disorders? if training is provided, | <p>Q1.1 NIAS is committed to enhancing the training of Associate Ambulance Practitioners (AAPs) to better serve patients with autism. They have introduced two syllabus sections focused on autism communication and learning disabilities. NIAS has partnered with Mencap to provide specialized training to AAP students, covering autism definition, impact, and effective communication strategies. This initiative aims to equip AAPs with the necessary skills to provide compassionate care to individuals with autism.</p> <p>Q1.2 Face to face training is delivered by MENCAP subject-matter experts to our AAP and ACA recruits as part of their core training. Further training over time would be self-directed CPD available via e-learning or CEC at staff's own initiative.</p> <p>Q1.3 Course content is outlined here: Learning disability and autism training for health and care staff Mencap</p> <p>Q2 in terms staff support, in terms of additional learning or support needs of students/trainees, we seek a declaration during our induction of</p> |
| Q1.2 - How and when is the training delivered | |
| Q1.3 - What is covered within any training provided (full syllabus/content) | |
| Q2 - What support is available to neurodivergent staff members within NIAS | |



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| | <p>new staff on Future Qualls courses and enable reasonable adjustments such as extra time in exams, separate rooms or readers, and have facilitated Educational Psychology assessments of students who identify as struggling.</p> |
| <p>Q3 - Does NIAS have any policies relating to staff in relation to the below and if so please provide a copy.</p> <p>Equality and diversity Reasonable adjustments</p> | <p>Q3 Please see below embedded documents which refer:</p> <div style="display: flex; flex-wrap: wrap; justify-content: space-around;"> <div style="text-align: center; margin: 5px;">  20240124_Medical Redeployment Proce </div> <div style="text-align: center; margin: 5px;">  Attendance Management Policy J </div> <div style="text-align: center; margin: 5px;">  Attendance Management Proce </div> <div style="text-align: center; margin: 5px;">  NIAS Equality-Scheme.pdf </div> <div style="text-align: center; margin: 5px;">  REGIONAL-Disability- Action-Plan-2018-202 </div> <div style="text-align: center; margin: 5px;">  Regional-Equality-Act ion-Plan-2018-2023.pr </div> </div> |

I hope the above fully assists you.

Please note that, under the Re-use of Public Sector Information Regulations, if you wish to publish or otherwise use this information besides for your own means, you will need to seek our permission to do so.

If you are dissatisfied in any way with the handling of your request, you have the right to request a review. You should do this as soon as possible, or in any case within two months of the date of issue of this letter.

In the event that you require a review to be undertaken, you can do so by writing to the Director of Planning, Performance and Corporate Services, Northern Ireland Ambulance Service (NIAS) HSC Trust, Site 30, Knockbracken Healthcare Park, Saintfield Road, Belfast, BT8 8SG.

If following an internal review, carried out by an independent decision maker, you remain dissatisfied in any way with the handling of the request, you may make a complaint under Section 50 of the Freedom of Information Act, to the Information Commissioner's Office and ask that they investigate whether the Trust has complied with the terms of the Freedom of Information Act.

You can write to the Information Commissioner at:

Email: ni@ico.org.uk

Website: [ICO Website](#)

Post: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, CHESHIRE SK9 5AF

Telephone: 028 9027 8757 or 0303 123 1114 (Belfast based Office)

In most circumstances the Information Commissioner will not investigate a complaint unless an internal review procedure has been carried out. However the Commissioner has the option to investigate the matter at his discretion.

Please be advised that NIAS replies under Freedom of Information may be released into the public domain via our website @ <https://nias.hscni.net> Personal details in respect of your request will have, where applicable, been removed to protect confidentiality.

Yours sincerely

(not signed – issued by email)

Information Governance Team