



EQUALITY IMPACT ASSESSMENT TOOL & GUIDANCE

INITIAL SCREENING TOOL

Title of policy/service/function/procedure/programme or strategy being assessed: TP/053 - 'Policy for the Supervision of Clinical Staff in Training'

Is it New; Yes

Senior Manager Responsible Patrick Billups
Department Human Resources
Section Education & Development

EQUALITY IMPACT ASSESSMENT SCREENING TEAM

Name	Department	Role
Patrick Billups	Human Resources; Education	Education Governance Manager
Ian Bullamore	Human Resources; Education	Practice Learning Manager
Peter Hannell	Staff Side	Union Representative (Critical Friend)
Keith Miller	Human Resources; Education	Clinical Education & Training Manager
David Whitmore	Medical Directorate	Senior Clinical Advisor

Date of screening June 2010

Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.

This policy describes the framework that supports the supervision of clinical staff engaged in training and educational activities. It aims to reflect the variety of systems and measures that have been designed to optimise the management and support of the educational process. The Department ensures that all of its programmes are developed on student centred learning concepts, which are then firmly embedded in all clinical education and training practices delivered throughout the Trust.

Please state below who is intended to benefit from this policy/service/function etc. and in what way.

All Staff - The Trust recognises the inextricable link between its standards of education and consequential impact in terms of staff safety and enhanced patient care. Such factors remain of key importance within all programme review and development initiatives. The policy also seeks to reaffirm the open and transparent approach to supervisory practices within LAS clinical education and training, with the aim of ensuring that the student experience meets personal and corporate expectations wherever possible.

Please state in the table below whether the policy/service/function etc. could have any potential impact on any of the equality strand groups, whether service users, staff or other stakeholders

Equality Strand Group	Is there likely to be a positive or neutral impact in regard to:	If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for an equality strand group or for another reason?
Age	yes	
Disability	yes	
Gender	yes	
Race	yes	
Religion or Belief	yes	
Sexual Orientation	yes	

Please provide and summarise below any relevant evidence for your declaration above – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.

As an accredited provider of national ambulance training, the LAS has a duty to comply with the standards of its awarding body, the Institute of Healthcare and Development Ltd (IHCD), along with the requirements of the Health Professions Council (HPC) as the regulatory body. Both organisations require member services to meet a wide range of standards, which include various measures associated with the monitoring and supervision of students. The IHCD/HPC External Verifier/Revalidation process is recognised throughout the organisation and feedback arising from each inspection is disseminated through central forums.

Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?

No

If yes, please state below how you intend to acquire this evidence and your timescales for doing so.

N/A

If you have identified a positive or negative potential impact for any equality strand group, which is not legal or justifiable, then you must complete a full Equality Impact Assessment. Please insert below any issues you have identified/recommendations for the full Equality Impact Assessment.

N/A

If you have only identified a neutral or positive impact on any equality strand group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust's website.

Name of Director: Caron Hitchen

Signature:

A handwritten signature in black ink, appearing to read 'C. Hitchen', written on a light-colored rectangular background.

Date: 7 October 2010