



## EQUALITY ANALYSIS

### INITIAL SCREENING TOOL

**Title of policy/service/function/procedure/programme/ or strategy being assessed: Policy and Procedure on the Redeployment of Pregnant Operational Paramedics**

(Please remember that even informal policies & procedures need to be equality analysed.)

Is it new  or revised

(If revised, please attach a copy of the original Equality Analysis.)

**Senior Manager Responsible** Andrew Buchanan

**Department** Workforce

**Section** HR

Title: Equality Analysis Tool & Guidance	Version: 1.1
Date: 12/07/2011	Owner: Equality and Inclusion

**EQUALITY ANALYSIS SCREENING TEAM** (Please enter below the names of the project team members who carried out this initial screening with you and their role in the screening (e.g. team colleague or critical friend).

<b>Name</b>	<b>Department</b>	<b>Role</b>
Lindsay Koppenhol	Workforce	Team colleague
Steve Sale	Workforce	Critical friend

**Date of screening**                      5 December 2013

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

The objective of this policy is to set out the procedure and considerations to expedite alternative employment for pregnant paramedics.

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

To better utilise pregnant employees to deliver patient care in line with their training.

**Please state in the table below whether the policy/service/function etc. could have any potential impact on anyone from a “protected characteristic” group, whether service users, staff or other stakeholders**

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<b>“Protected Characteristic Group”</b>	<b>Is there likely to be a positive or neutral impact in regard to:</b>	<b>If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for a “protected characteristic” group or for another reason?</b>
<b>Age</b>	Neutral	
<b>Disability</b>	Neutral	
<b>Gender Reassignment</b>	Neutral	
<b>Marriage and Civil Partnership (duty only applies to elimination of discrimination)</b>	Neutral	
<b>Pregnancy and Maternity</b>	Positive	
<b>Race</b>	Neutral	
<b>Religion or Belief</b>	Neutral	
<b>Sex</b>	Neutral	
<b>Sexual Orientation</b>	Neutral	

**Can the policy/service/function etc. be used to advance equality and foster good relations, including for example, participation in public life? If so, how?**

By providing patient care via the clinical hub then it should help facilitate quicker responses to all patients.

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**Please provide and summarise below any relevant evidence for your declaration above, including any engagement activities – 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.**

**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  Yes**

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

**You must complete a full Equality Analysis if you have identified a positive or negative potential impact for any “protected characteristic” group, which is not legal or justifiable or if you have identified any gaps in evidence which make it difficult for you to determine whether there would be adverse impact. Please insert below any issues you have identified/recommendations for the full Equality Analysis.**

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Positive impact as it gives paramedics the opportunity to continue to use the full range of skills for which they have been trained. This is both legal and justifiable.

**If you have only identified a neutral or positive impact on any “protected characteristic” 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: Tony Crabtree**

**Signature:**

**Date: 5/12/13**

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