



**Equality Impact Assessment**

**Initial Screening Tool**

Title of policy/service/function/procedure/ programme/ or strategy being assessed: Registration of Professional Clinical Staff

Is it new  or revised

**(If revised, please attach a copy of the original Equality Impact Assessment.)**

Senior Manager Responsible      Ann Ball

Department      HR

Section      HRM

**Equality Impact Assessment Screening Team**

Name	Department	Role
Ann Ball	HR	Deputy Director of HR
Athar Khan	A&E Operations	Performance Improvement Manager
Peter Hannell	A&E Operations	Paramedic and Senior TU Representative

Date of screening      22.06.10

Title: Equality Impact Assessment Guidance and Form	Version: 3.0
Date: 16/03/2010	Owner: Equality and Inclusion



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

To define the procedure the Trust will follow to ensure relevant staff are registered and maintain registration while in the employment of the Trust

To highlight the professional registrant's duties in regards to reporting issues relating to his or her health and/or standards of conduct, performance and ethics; as well as set out HR Managers responsibilities in this regard.

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

Paramedics – by supporting their ongoing ability to practice

LAS – by supporting good governance and compliance

Patients – by support the provision of good patient care

All other stakeholders – by providing reassurance that the LAS takes seriously its responsibilities regarding governance and compliance

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	Positive see 8.5	
Disability	Neutral	
Gender	Positive see 8.5	
Race	Neutral	
Religion or Belief	Neutral	
Sexual Orientation	Neutral	



# London Ambulance Service NHS Trust



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.

Section 8.5 provides for those paramedic staff who find the continuing demands of maintaining professional registration beyond their capabilities the option to choose to re-grade to Emergency Medical Technician level.

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.

[Empty box for providing evidence and timescales]

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.

The provision of section 8.5 addresses a potential disadvantage which the requirements of professional registration could disproportionately present to older and female members of staff.

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: C HITCHEN

Signature: *[Handwritten Signature]*

Date: 25.6.10

Title: Equality Impact Assessment Guidance and Form	Version: 3.0
Date: 16/03/2010	Owner: Equality and Inclusion