

London Ambulance Service

Equality Impact Assessments Form: a record of the assessment

Function/ policy being assessed:

Workforce Re-configuration project

Directory/ service or corporate function:

OD and People Programme

Date of assessment:

22 February 2008

Contact person for the assessment:

Caron Hitchen

Members of the assessment group:

Caron Hitchen, Sajjad Iqbal, Bill O'Neill

1 Aims of the function/ policy

To develop a workforce plan that supports the Operational Model and implements a staff profile that is representative of the population of London.

2 Current achievements and fact finding

Sources of information used, with references, location or links.

Anything you have learnt from previous consultation results with references or links. In particular any evidence you may have that impacts upon: **race, disability, gender, age, religion and belief, sexual orientation and human rights**

Relevant documents and links include:

- LAS Service Improvement Programme
<http://thepulse/managing/11600523394772.html>
- LAS vision and “CRITICAL” values
<http://thepulse/managing/1048846687.html>
- Human Resources Strategy 2008 - 2013
- Healthcare for London – Framework for Action
<http://www.healthcareforlondon.nhs.uk/>
- National Curriculum (BPA)
<http://www.britishparamedic.org/>
- National developments in expanding Higher Education Paramedic Training
- Pilot scheme (South West Ambulance Service) for introduction and deployment of the new ambulance support role.
- Race, Gender and Disability Equality Schemes (future Single Equality Scheme)
<http://www.londonambulance.nhs.uk/publications/race/race.html>
<http://www.londonambulance.nhs.uk/publications/gender/gender.html>
<http://www.londonambulance.nhs.uk/publications/disability/disability.html>
- Operational Model Programme
- Links into the Recruitment and Retention project and associated Equality Impact Assessment
- Links into the Training project and associated Equality Impact Assessment

Potential impact (not addressed through the recruitment and induction or training projects and assessments) is focussed on the accessibility to training resulting from any change to the workforce model such as increased reliance on university training.

3 Assessment and actions needed

Initial ideas for actions can go here. You will refine them further at stage 6. Please note the impact assessment will not be accepted unless group(s) affected is listed with a link to the action required. Primary areas to consider are: **race, disability, gender, age, religion and belief, sexual orientation and human rights**

Barrier	Group affected	Action needed	Responsibility	Timescale	Resources
Built environment	N/A				
Location	N/A				
Information and communication	N/A				
Customer care and staff training	All	<p>All frontline staff should, as part of their initial training and/or continued CPD have training on relevant aspects of diversity particularly in relation to provision of patient care.</p> <p>Need to check the content of internal and university Paramedic Training programmes for inclusion and relevance of diversity aspect.</p>	Assistant Director of OD	<p>Delivery “go –live” for CPD – 1 May 2008</p> <p>Review paramedic training and formulate any resulting action plan by June 2008.</p>	<p>Management time.</p> <p>Other resources contained within the CPD modular delivery plan.</p>
Timing	N/A				

Stereotypes and assumptions	All	Recruitment and progression will include assessment of attitudes reflective of the Trust's values. This potential impact and any appropriate action is contained within the Equality Impact Assessment for the recruitment and induction project.	Shani Phipps	Equality Impact Assessment complete – February 2008	
Costs of the service	Race Disability Age	Review support for obtaining C1 driving licence which may be a greater barrier to some groups in successfully applying for jobs contained within the workforce plan.	Ann Ball	March 2008	Potential cost of approx £1,200 per person.
Commenting, consultation	All	Consult with: Workforce planning group SMG Trust Board Trade Unions SHA Universities	Caron Hitchen	Complete 4 March 18 March 17 March 30 March September 2008	The workforce plan will need to be costed both in terms of numbers and AfC pay bandings.
Specific barriers	Race Disability Gender Age	Need to ensure that any eligibility criteria for existing and new roles does not directly or indirectly discriminate against any particular group of potential candidates	Ann Ball	March 2008	
Human Rights					
Other					

5 Future consultation

As described above consultation on the proposed workforce plan will be with a variety of groups and will be over a relatively short timescale. The main groups will be:

SMG – 4 March 2008

Trade Unions - 17 March 2008

Trust Board – 18 March 2008

SHA – 30 March 2008

Universities – September 2008

6 Action plans, targets and priorities

Explain how the action plan will tie into service improvement plans, directorate action plans and local delivery plans

The workforce re-configuration project and the associated action plan above is a key component in providing a workforce which has the right skills and flexibility to respond appropriately to patients in London dependant on their needs.

7 Monitoring and feedback

Details of how you will review action plans and progress. **All impact assessment action plans must be reported back internally and to the equality and diversity facilitators 6 monthly as a minimum.**

Progress against the actions identified in this Impact Assessment will be monitored and reported through the OD and People governance framework (Programme Board) and to the Equality and Diversity Team.

8 Tell people what you are doing

The Equality Impact Assessment will be available on the Trust's internet site (currently under redesign) together with career and recruitment information relating to the roles identified in the plan.

Job advertisements will be place in relevant media.

Outreach teams will visit communities to promote career opportunities locally in line with the workforce plan.