

South East Coast Ambulance Service NHS Foundation Trust

Equality Analysis Record

The EA Record below must be completed by the EA Lead, who will be the document owner / author. The EA Record will inform the final decision by the EA checkpoint for approval.

Name of EA Lead and role	Jane Mitchell, Safeguarding Lead		
Directorate	Clinical	Date of analysis:	27/10/2015
What is being analysed?	Updated Informed Consent and Mental Capacity Act Guidelines		
Aim(s) of this piece of work	To offer a point of reference for staff regarding consent and assessment of capacity		

<p>Summary of the decision:</p> <ul style="list-style-type: none"> • Aims and objectives • Key actions • Expected outcomes • Who will be affected and how? • How many people will be affected?
<p>The guidelines, which South East Coast Ambulance Service NHS Foundation Trust (the Trust) has had in place since 2012 has undergone a routine review and update in line with its three year review schedule.</p> <p>Key areas of change includes an update in the use of DoLS and the coroner considering this to be a death in custody.</p>
<p>Information and research:</p> <ul style="list-style-type: none"> • Outline the information and research that has informed the decision. • Include sources and key findings. • Include information on how the decision will affect people with different protected characteristics. <p>This document follows guidelines within the Mental Capacity Act (2005) code of practice and recent judicial review (DoLS)</p>
<p>Consultation and Involvement:</p> <ul style="list-style-type: none"> • Has there been specific consultation on this decision? • What were the results of the consultation? • Did the consultation analysis reveal any difference in views across the protected characteristics? • Can any conclusions be drawn from the analysis on how the decision will affect people with different protected characteristics? <p>Please give a summary below to describe who you consulted and involved in the EA, when and how. Please also list any existing guidance or documentation referred to.</p> <p>Previous consultation has identified no issues that will affect protected characteristics and there have been no changes made to the procedure which would impact on or change this.</p>

Is the decision relevant to the aims of the equality duty? Does it:	Yes/No
1. Eliminate discrimination, harassment and victimisation?	Yes
2. Advance equality of opportunity between persons who share a relevant	Yes

protected characteristic and persons who do not share it?	
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it?	Yes

Assess the relevance of the decision to people with different protected characteristics and assess the impact of the decision on people with different protected characteristics.
When assessing relevance and impact, make it clear who the assessment applies to within the protected characteristic category. For example, a decision may have high relevance for young people but low relevance for older people; it may have a positive impact on women but a neutral impact on men.

Protected characteristic	Relevance to decision High/Medium/Low/None	Impact of decision Positive/Negative/Neutral
Age	None	Neutral
Disability	None	Neutral
Gender reassignment	None	Neutral
Marriage and civil partnership*	None	Neutral
Pregnancy and maternity*	None	Neutral
Race	None	Neutral
Religion or belief	None	Neutral
Sex	None	Neutral
Sexual orientation	None	Neutral
Human Rights	Relevance to decision High/Medium/Low/None	Impact of decision Positive/Negative/Neutral
	None	Neutral

* Only applies in terms of internal policies, for staff and HR functions.

Mitigating negative impact:	Yes/No
Have any negative impacts been identified? If yes, an Equality Analysis Action Plan must be completed and attached to the EA Record. A template for the action plan is available in the Equality Analysis Guidance on the Trust's website.	No

Conclusion:
<ul style="list-style-type: none"> Consider how due regard has been given had to the equality duty, from start to finish. There should be no unlawful discrimination arising from the decision. Advise on the overall equality implications that should be taken into account in the final decision, considering relevance and impact.
This review has considered due regard to the duty towards equality. No areas of discrimination have been identified.
Once approved by the EA Checkpoint, this EA Record and, if appropriate, EA Action Plan must be attached to any Board, Committee or Working Group document relating to the decision.

EA Approval	
EA checkpoint	Nicola Brooks, Head of Clinical Governance and Standards
Outcome / Decision	Approved
Reason for decision	
If approved: I have reviewed this Equality Analysis and to the best of my knowledge it and the document it relates to are non-discriminatory and support the aims of the Equality Act 2010.	
Signed: Nicola Brooks, Head of Clinical Governance and Standards	Date: 27/10/2015