

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	Andy Cashman /Anne Harvey		
Directorate	Clinical Operations	Date of analysis:	01/07/2014
What is being analysed?	Pandemic Influenza Plan		
Aim(s) of this piece of work	The purpose of the plan is to outline the potential impact upon the South East Coast Ambulance Service NHS Foundation Trust (the Trust) in the event of a pandemic, and to provide guidance on contingencies which will need to be put in place to facilitate a prompt and effective response by the Trust.		

Summary of the decision:

- Aims and objectives
- Key actions
- Expected outcomes
- Who will be affected and how?
- How many people will be affected?

The purpose of this plan is to provide guidance to the Trust in planning for and responding to an Influenza Pandemic.

The document outlines national planning assumptions and arrangements, the actions described are to support the Trust's Business Continuity arrangements.

The implementation of these contingencies will vary depending on the scale of the Influenza pandemic and whether the Trust is operating routinely or during a business continuity or major incident.

How many people will be affected?

This plan is intended to assist Directors/Senior Managers and all Trust staff in the event of a pandemic.

Information and research:

- 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.

In developing the plan guidance was taken from:

- NHS England (2013) - Operating Framework for Managing the Response to Pandemic Influenza
- DH (2013) Preparing for Pandemic Influenza – Guidance for Local Planners

No adverse impact has been identified for people with protected characteristics.

Consultation and Involvement:

- 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?

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.

This document has been sent to the following people/groups for review and comment,

Trust IPC Lead
 Operating Unit & EOC Operating Unit Managers
 EOCL&D Manager
 NHS111 Managers,
 Head of Clinical Development
 Chief Clinical Officer, Chief Medical Officer and Nursing Director
 Operational Governance Working Group

This consultation has identified no issues

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 protected characteristic and persons who do not share it?	Yes
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
	Low	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.
Due regard has been given to all of the protected characteristics during the development of and consultation on this Policy. No unlawful discrimination has been identified within the Policy
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	Aide Hogan – Infection Control Lead
Outcome / Decision	No major change required
Reason for decision	The EA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.
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: 	Date: 4 th April 2016