

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 Collen, Clinical Development Manager | | |
| Directorate | Clinical Operations | Date of analysis: | 20 th August 2013 |
| What is being analysed? | Critical Care Paramedic Deployment Procedure | | |
| Aim(s) of this piece of work | This procedure describes the process for deploying Critical Car Paramedics | | |

Summary of the decision:

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

- 1.1. South East Coast Ambulance Service NHS Trust (the Trust) has undertaken to develop teams of staff to treat patients with the highest level of clinical need. These staff are termed Critical Care Paramedics (CCPs) and this document provides Emergency Operations Centre (EOC) staff with clear procedure to be followed when considering the deployment of a CCP.
- 1.2. The Trust has developed the role of the Critical Care Paramedic (CCP) in response to the growing body of evidence regarding avoidable death relating to trauma. Also, a need has emerged to enhance the flexibility of the Critical Care networks in relation to the sending of medical and nursing escorts on Level 2 and 3 ITU transfers*. By enhancing the paramedic role, the CCP can reduce or negate the need for a nursing (and in some circumstances Medical) escorts for high dependency patients.
- 1.2.1. *Intensive care transfers are grouped by the level of dependency. Level 1 transfers require the least intervention and Level 3 the highest.
- 1.3. These transfers are only for adult patients.
- 1.4. The scope of practice of a CCP is detailed in full in the Trust's Scope of practice policy, but to give some context to this procedure:
- 1.4.1. CCPs are senior paramedics, operating at Level 6 of the NHS Career framework (Senior/Specialist Paramedic) and are intended to:
- 1.4.1.1. Provide a primary response to emergency calls; wherever possible targeted to calls with the highest level of clinical need;
- 1.4.1.2. Provide a secondary response to emergency calls to support other clinicians dealing with seriously ill and injured patients;
- 1.4.1.3. Undertake inter-facility transfer of patients from Intensive Care Units (ITU), High

Dependency Units (HDU) and Coronary Care Units (CCU).

1.4.1.4. Undertake critical care transfers from the scene of emergency calls to hospital where the patient has the highest level of clinical dependency .

1.5. A CCP can and will also be considered when requesting fast response for any emergency call based on patient need or to contribute to performance of the Trust.

1.6. This document must be read in conjunction with the **Operational Policy for Critical Care Paramedics**.

This policy is intended for all Clinical Staff.

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.

Consultation has identified no issues

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.

No adverse impact has been identified for people with protected characteristics

| 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 | Impact of decision |
|---------------------------------|------------------------------|---------------------------|
|---------------------------------|------------------------------|---------------------------|

| | High/Medium/Low/None | 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 |

| 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 procedure considers applies due regard to the duty towards equality. The procedure has been critiqued by an EA Reference group who have not identified any discrimination. |
| 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 | Jo Byers, Head of Operational Business Development |
| Outcome / Decision | Agree with Equality Analysis. |
| Reason for decision | No EA impact identified for protected groups. |
| 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: 25/1/14 |