

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:	25 th Nov 2013
What is being analysed?	Paramedic Practitioner Clinical Management Plans: Approved Evidence Base		
Aim(s) of this piece of work	This document contains the approved list of evidence sources for the development and review of the PP Clinical Management Plans (CMPs). The development and review of CMPs is moving towards being peer led, with each CMP allocated to individual or groups of PPs.		

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. Aims of this document

- 1.1.1. To reduce variance in the evidence base for practice documents used by PPs.
- 1.1.2. To increase confidence in PPs wishing to develop clinical management plans.
- 1.1.3. To provide an up to date evidence base in order to optimise safe clinical practice.

1.2. Objectives of this document

- 1.2.1. To provide a definitive list of evidence against which PPs can refer when developing clinical management plans.
- 1.2.2. Create a list which is approved by the Trusts' senior clinical leadership as part of wider governance and assurance processes.

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 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

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
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Outcome / Decision	Agree with Equality Analysis.
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Reason for decision	No EA impact identified for protected groups.
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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