

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 Deployment Procedure		
Aim(s) of this piece of work	This procedure describes the process for the deployment of paramedic practitioners.		

Summary of the decision:

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

1. Scope

1.1. South East Coast Ambulance Service NHS Trust (the Trust) has undertaken to develop a grade of staff to offer treatment closer to home for patients with minor injury or illness. These staff are termed Paramedic Practitioners (PPs) and this document provides Emergency Operations Centre (EOC) staff with clear procedure to be followed when considering the deployment of a PP. The Deployment of Nurse Practitioners (NPs) is also covered by this Procedure and when PPs are referred to the reference will also apply to NPs.

1.1.1. When appropriate, they:

1.1.1.1. See, treat, refer and discharge: referring patients to appropriate treatment, care provider, community services or organise GP follow-up.

1.1.1.2. See and treat minor injury or illness administering from a wide range of medications including antibiotics and analgesia then discharge with advice.

1.1.1.3. See, assess and directly admit to specialist units/care teams.

1.1.1.4. Where possible, PPs are tethered to a GP mentor who can provide advice and clinical guidance.

1.1.2. Practitioners can also undertake routine assessments of patients with long-term conditions in their homes in partnership with GPs and nursing teams where service level agreements exist or are being developed. This helps people with such conditions to better manage their own health and avoid unnecessary visits to the hospital.

1.2. PPs can and will also be considered when requesting fast response for medical or trauma support, including scene management and triage. Practitioners can and MUST be tasked to any category of emergency call as per any operational resource.

1.3. This document must be read in conjunction with:

1.3.1. Referring Patients to Paramedic Practitioners Procedure.

1.4. This document covers the deployment to incidents only. PPs may be required to provide periods of standby according to Trust level or local arrangement.

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
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: 20/1/14