



Initial Screening Tool

Title of policy/service/function/procedure/ programme/ or strategy being assessed: OP/046 First Responders Policy

Is it new or revised

(If revised, please attach a copy of the original Equality Impact Assessment.)

Senior Manager Responsible Chris Hartley-Sharpe

Department First Responders

Section _____

Equality Impact Assessment Screening Team

Name	Department	Role
Chris Hartley-Sharpe	First Responders	Ambulance Operations Manager
Stephen Hines	Control Services	Clinical Support Manager
Michael Damiani	Management Information	Deputy Management Information Manager
Amy Clarke	First Responders	Administrator
Jo Lynn	HR - HQ	Learning & OD Manager - NWoW

Date of screening 22/03/10

Title: Equality Impact Assessment Guidance and Form	Version: 3.0
Date: 16/03/2010	Owner: Equality and Inclusion



Please summarise below the aims and objectives of this policy/service/function etc. including any intended outcomes.

1. To describe the purpose of First Responders within the LAS
2. To define the role of First Responders
3. To describe the different types of First Responders

Please state below who is intended to benefit from this policy/service/function etc. and in what way.

Patients with life-threatening conditions will benefit from reduced waiting times and improved clinical outcome, including an increased chance of surviving an out-of-hospital cardiac arrest.
Members of the public will benefit by being involved in assisting the LAS to respond to emergency calls within their community. This provides them with benefits from task satisfaction, community involvement and personal development.
The LAS will benefit from an additional resource to assist in achieving its objectives, specifically in relation to patient outcomes and response time performance.

Please state in the table below whether the policy/service/function etc. could have any potential impact on any of the equality strand groups, whether service users, staff or other stakeholders

Equality Strand Group	Is there likely to be a positive or neutral impact in regard to:	If the impact is adverse, can this be justified on the grounds of promoting equality of opportunity for an equality strand group or for another reason?
Age	Positive	
Disability	Positive	
Gender	Positive	
Race	Positive	

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London Ambulance Service

NHS Trust



Religion or Belief	Positive
Sexual Orientation	Neutral

Please provide and summarise below any relevant evidence for your declaration above – this could include for example the results of specific consultations, complaints or compliments, customer satisfaction or other surveys, service monitoring and take-up, comments from stakeholders and demographic data.

Age – Issues relating to age have been actively considered and the policy has been designed to be as inclusive as possible.

Age of patients - Minimum age for patients attended reduced from 12 years to 8 years. This is in line with the threshold for patients that can reasonably be treated with clinical techniques and equipment designed for adults.

Age of responders - Minimum age for Community First Responders has been changed from 21 years old to a capability

requirement of one year's driving experience. Maximum age for First Responders is now limited by relevant liability insurance.

Therefore age 70 for those covered by NHSLA. For those covered by St John Ambulance liability insurance there is no maximum age, but those over 70 are required to complete an annual health declaration in conjunction with their annual skills assessment.

Disability – Disabled people who wish to be involved with first responding, but do not have the capability required to undertake a front-line role are actively encouraged to join the schemes and use their skills to support their operational colleagues.

Gender - Community First Responder shifts are made available with infinite flexibility to accommodate the volunteers' work and domestic arrangements. This permits involvement by people whose circumstances might otherwise prevent this (e.g. mothers and fathers of young children and carers).

Race - Recruitment of Community First Responders is aimed at attracting recruits from across the diverse community in London. This has resulted in a wide ethnic mix, depending on the demographic of the area in which recruitment is taking place.

Religion or Belief – Active consideration is given to encouraging involvement in emergency care with faith groups. For example the successful collaboration with Hatzola, a voluntary ambulance service which was initially established to serve the orthodox Jewish community in Stamford Hill.

Are there any gaps in the evidence you have which make it difficult for you to determine whether there would be an adverse impact?

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No

If yes, please state below how you intend to acquire this evidence and your timescales for doing so.

If you have identified a positive or negative potential impact for any equality strand group, which is not legal or justifiable, then you must complete a full Equality Impact Assessment. Please insert below any issues you have identified/recommendations for the full Equality Impact Assessment.

If you have only identified a neutral or positive impact on any equality strand group then no further action is required, other than having your Director sign off this form, a copy stored on the shared drive and sent to Communications for publication on the Trust's website.

Name of Director: *Jason Kewens* Signature: *[Signature]* Date: *15/04/10*.

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