



Initial Screening Tool

Title of policy/service/function/procedure/ programme/ or strategy being assessed: **HR015 Alcohol, Drugs and Solvent Misuse Policy**

Is it new or revised

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

Senior Manager Responsible Andrew Buchanan

Department A&E HR

Section Human Resources Directorate

Equality Impact Assessment Screening Team

Name	Department	Role
Katharine Baldeo	A&E Human Resources	HR Manager
Adam Panter	A&E Operations	Duty Station Officer

Date of screening 18 June 2010

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.

The policy aims to provide guidance on addressing alcohol, drug and solvent misuse problems experienced by members of staff. Its objective is for the Trust to help and support members of staff in a similar manner to other health problems. The intended outcome is to help the member of staff in addressing their problem and support them to overcome it.

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

This policy is for the benefit of all staff within the London Ambulance Service as outlined above.

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	Neutral impact	
Disability	Neutral impact	
Gender	Neutral impact	
Race	Neutral impact	
Religion or Belief	Neutral impact	
Sexual Orientation	Neutral impact	



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.

It is the group's view that this policy is not likely to result in any adverse impact for any equality strand group and promoted equality of opportunity. The policy promotes access and support to any member of staff within the Trust. It also promotes the opportunity for staff to come forward and seek help and support under the policy.

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

No Yes

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

N/A

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.

N/A

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: Caron Hitchen

Signature:

Date: 26 Oct 2010

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