

London Ambulance Service

Equality Impact Assessments Form: a record of the assessment

Function/ policy being assessed:

London 2012 Olympic and Paralympic Programme

Directory/ service or corporate function?

Operations/Programme & Project Management Office (PPMO)

Date of assessment:

7 February 2008

Contact person for the assessment:

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Members of the assessment group:

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Manager

1 Aims of the function/ policy/programme

- The LAS will deliver an appropriate level of care for all local communities and Olympic & Paralympic related patient populations including athletes, Olympic family, spectators, media and venue workforce prior to and during the London 2012 Games
- The LAS will also be an active partner in the planning and delivery of a safe and secure London 2012 Games

The Programme Vision will be achieved by:-

- Addressing capacity issues during the planning phases and ensuring optimal use of health resources to deliver excellence in patient care;
- Working in partnership with other stakeholders involved in the planning for the safe and secure London 2012 games and taking an active role in the exercising and testing of plans in a multi-agency environment.

The aims of the London 2012 Olympic and Paralympic Programme (which will be referred to as the Olympic Programme throughout the remainder of this assessment) are detailed more fully in the programme initiation documentation, specifically the Vision Statement and the Programme Brief.

2 Current achievements and fact finding

Sources of information used, with references, location or links.

Anything you have learnt from previous consultation results with references or links. In particular any evidence you may have that impacts upon: **race, disability, gender, age, religion and belief, sexual orientation and human rights**

The Olympic Programme is one of the five programmes which comprise the London Ambulance Service (LAS) Service Improvement Programme (SIP) 2012 outlined in the LAS Strategic Plan 2006/07-2012/13. The plan sets the direction for the LAS and outlines its implementation within the wider NHS context. Its development was founded upon carrying forward Government policy for the provision of emergency, urgent and out of hours care. The plan was also based on extensive consultation with eight key stakeholder groups during 2005: patients and public; Primary Care Trusts; NHS partners; police and fire services; LAS staff; Department of Health and Strategic Health Authorities; the Greater London Authority and London Boroughs; and key suppliers.

The Olympic Programme was launched in May 2007 at an internal workshop where information was gathered to permit more comprehensive planning whilst workstream objectives were consolidated. Furthermore, the benefits and new capability intended through the undertaking of the Olympic Programme were identified alongside the portfolio of projects required. The shaping of the Programme into four tranches and the constituent project portfolios was determined and refined within the Olympic Games Planning Office (OGPO). 'Tranche' refers to a phase/stage of work during which projects will be delivered. At the end of each 'tranche', the LAS will be in a different position with regard to its preparations for the 2012 Olympic and Paralympic Games and a step change will have occurred.

Included in Tranche 1 of the Olympic Programme (Nov 07–Aug 08) is a Staff Engagement Project, with a focus on consultation with Staffside and staff. Community engagement has commenced in Tranche 1 of the Olympic Programme as part of the OGPO support function activity. For example, the OGPO were involved in the relocation and identification of health requirements of eighty young males who were living in sheltered accommodation on the Olympic Park site in 2007. Community Engagement will feature as a project in Tranche 2 of the Programme (Sept 08-Dec 10).

As the scope of the Olympic Programme and its constituent projects is so broad and diverse, adherence to a multitude of legislative sources will be incorporated in its implementation, including:-

- Estates legislation including Disability Discrimination Act (1995/2005): http://www.opsi.gov.uk/acts/acts1995/ukpga_19950050_en_1 (specifically relating to Premises: Part III)
- Procurement legislation including the Official Journal of European Communities (OJEC): to ensure there is no discrimination applied to potential providers/suppliers
- Human Resources legislation (to ensure against discrimination on any grounds with regard to employees): including the Equality and diversity policy statement and employment policy; Age discrimination policy; Disability employment policy; recruitment legislation etc
- Health and Safety legislation including the Health and Safety Executive *Guide to Safety at Sports Grounds* (2006) and *The Event Safety Guide* (1999): outline statutory requirements for emergency medical services in stadia
- Olympic and Paralympic 2012 Bid Document (legally binding agreement between host city and international Olympic Committee (IOC)): outlines expectations/responsibilities

placed upon partner organisations during the Olympic and Paralympic Games including the London Ambulance Service: www.olympic.org

- IOC Medical Technical Manual (2005): outlines how requirements for emergency medical services should be met during Games

3 Assessment and actions needed

Initial ideas for actions can go here. You will refine them further at stage 6. Please note the impact assessment will not be accepted unless group(s) affected is listed with a link to the action required. Primary areas to consider are: **race, disability, gender, age, religion and belief, sexual orientation and human rights**

Please see attached Excel spreadsheet

Barrier	Group affected	Action needed	Responsibility	Timescale	Resources
Built environment					
Location					
Information and communication					
Customer care and staff training					
Timing					
Stereotypes and assumptions					
Costs of the service					
Commenting, consultation					
Specific barriers					
Human Rights					
Other					

4 Future consultation

On 26 March 2008, the findings of the SIP Equality Impact Assessments will be presented at a Patient and Public Involvement (PPI) workshop. The objectives of the event are as follows:-

- To inform and consult with public on changes being made as part of SIP2012, as per the legal requirements of the LAS as an NHS Trust.
- To explain to the public in a meaningful way what the Trust does and its current methodology.
- Outline the intended changes and whether we think there are any equality issues therein.
- To capture the feedback from the all groups of the public in attendance in a way that can be used for the end objective.

Further consultation with staff is detailed in the Project Brief for the Tranche 1 Staff Engagement Project, and will be detailed in the Project Brief for the Tranche 2 Community Engagement Project. These documents are accessible from the Olympic Games Planning Office, London Ambulance Service via anna.kilpin@lond-amb.nhs.uk (Project Portfolio Manager).

5 Action plans, targets and priorities

The action plan produced will feed into existing Tranche 1 project plans now, and Tranche 2 project plans when they are produced in late 2008. Furthermore, the action plan will inform planning for Tranche 2. The action plan will be approved at the Programme Board in February 2008, and will subsequently be imparted to project managers to ensure delivery. Delivery of project-specific actions will be monitored by the Project Portfolio Manager.

6 Monitoring and feedback

The Project Portfolio Manager will review and report back on delivery and progress against the action plan on a six-monthly basis to the Equality and Diversity Team. In addition, to ensure delivery against the plan is ongoing, the action plan will be a standing item on the London 2012 Olympic and Paralympic Games Programme Board agenda on a quarterly basis.

7 Tell people what you are doing

As outlined above (4), the findings of the assessment will be fed back to the public at the PPI Workshop in March where copies of the assessment will be available. Furthermore, the assessment will be posted on the LAS website and the Intranet site: *the pulse*.

Informing and communicating with staff and patients is an intrinsic component of the Olympic Programme. Activity that has occurred to date includes: attendance at the London Ambulance Service Patients' Forum (January 2008); and presenting at the Staff Council (February 2008). A workshop with Staffside representatives has been arranged for March 2008 to identify risks/barriers before effective staff engagement, which will inform a staff survey planned for April 2008.