

**Equality Impact: Screening and Assessment Form**

<b>Section 1: Policy details - policy is shorthand for any activity of the organisation and could include strategies, criteria, provisions, functions, practices and activities including the delivery of our service.</b>	
a. Name of policy or practice (list also any linked policies or decisions)	Scottish Ambulance Service Public Protection Policy - update of policy
Name of department	Public Protection Team
Name of Lead	Rhona Robb – Head of Public Protection & Child Health Commissioner
Equality Impact Assessment Team [names, job roles]	Andrew Carruthers Associate Director of Care Quality & Professional Development Rhona Robb Head of Public Protection & Child Health Commissioner Lisajane Naidoo Clinical Effectiveness Lead Child Protection
Date of assessment	06-08-2024
Who are the main target groups / who will be affected by the policy?	This Policy is to guide all SAS staff who may, during the course of undertaking their work and duties, identify a service user identified as an adult or child (including unborn babies) at risk of harm, abuse or neglect and will require to undertake their statutory/professional duty to report or duty to cooperate.
What are the intended outcomes / purpose of the policy?	Adults or Children (including unborn babies) who SAS colleagues identify as at risk of harm, abuse or neglect are referred to statutory partner agencies for investigation and management under relevant legislation and national guidance. The policy will also provide organisational assurance by clarifying Scottish Ambulance Service position and ensure that clear direction is in place

	surrounding these key processes directing that a safe and consistent approach is employed service wide.
Is the policy relevant to the General Duty to eliminate discrimination? advance equality of opportunity? foster good relations? If so, how will it have impact?	Yes, it is relevant. The directives in this policy will provide guidance to all SAS employees and ensure any service user and wider members of the public we may identify at risk of harm, abuse or neglect is referred to partner agencies appropriately. It is non-discriminatory and will offer a protective response for all service users and members of the public regardless of any protected characteristics. All of the underpinning legislation and national guidance referenced in the Policy have a foundation of Human Rights, UNCRC Incorporation, and Equalities and include significant reference to minority groups and/or population groups who are more at risk statistically from some forms of harm and the potential adverse impact of health inequalities across all populations.
If yes to any of the three needs complete all sections of the form (2- 7) If no to all of the three needs provide brief detail as to why this is the case and complete only section 7 If don't know: complete sections 2 and 3 to help assess relevance	

Details of consultations - where, who was involved	Date	Key findings
Internal consultation with Policy writing group / contributors	August 2024	No negative impact of policy adoption identified.

	Available evidence
b. Research and relevant information – consider data on population in need, service uptake/access, equality outcomes, evidence of inclusive engagement of service users & involvement findings, unmet needs, good practice guidelines	<p>The Policy and Strategy have been closely informed and aligned to National Guidance for Child Protection Scotland 2021/2023, Adult Support and Protection (Scotland) Act 2007 Adult Support and Protection (Scotland) Act 2007: Code of Practice 2022 Gender Based Violence for Health Professionals 2018 Practitioner Guidance on Criminal Exploitation 2023 The NHS Scotland Accountability Framework for Public Protection 2022.</p> <p>Beyond this, the policy and strategy is aligned to: Children (Scotland) Act 1995 Children and Young Persons (Scotland) Act 2014 UNCRC (Incorporation) (Scotland) Act 2024 The UN Convention on the Rights of the Child (1989). The Human Rights Act (1998) The Data Protection Act (2018) The General Data Protection Regulations (2016) Professional Codes of Conduct (HCPC/GMC/GPhC)</p>
c. Equality monitoring information -- including service and employee information	This Policy is available for all employees on the staff intranet pages. The EQIA is published within the policy.
d. Feedback from service users, partner or other organisations as relevant	Consultation and feedback on the policy was undertaken with key stakeholders across the organisation and subject matter experts in partner organisations.
e. Other	
f. Are there any gaps in evidence? Please indicate how these will be addressed	No

Gaps identified	
Measure to address these; give brief details. Further research? Consultation? Other	
Note: specific actions relating to these measures can be listed at section 5	

<b>Section 3: Analysis of positive and negative impacts</b>			
<b>Please detail impacts in relation to the three needs specifying where the impact is in relation to a particular need - eliminating discrimination, advancing equality of opportunity and fostering good relations</b>			
<b>Protected characteristics</b>	<b>i. Eliminating discrimination</b>	<b>ii. Advancing equality of opportunity</b>	<b>iii. Fostering good relations</b>
<b>Age</b> – consider older people / those in their middle years and young people / children	There is no risk associated with age in applying the Public Protection Policy. The Policy covers the entire life course, all Children (including unborn babies) Young People and Adults will be covered by the duty to report risk of harm, abuse and neglect and to cooperate with statutory partners in processes to investigate and manage such risks.		
Positive impacts	Supports all staff to undertake this duty and support all service users regardless of age who are identified as at risk of harm abuse or neglect.		
Negative impacts	Nil		
Opportunities to enhance equality			
<b>Disability</b> – consider physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems	There is no risk associated with disability in applying the Public Protection Policy. The policy covers identification of risk of harm, abuse or neglect for all service users and members of the public. The Policy and contributing legislation and guidance note the known higher statistical likeliness of those with disabilities and chronic health problems to be at higher risk and / or more susceptible to abuse harm and neglect		
Positive impacts	Notes enhanced probability of risk for those with disabilities and chronic health issues noted here. Supports all staff to undertake duty to report / cooperate and support all service users regardless of disability who are identified as at risk of harm abuse or neglect.		

Negative impacts	Nil
Opportunities to enhance equality	
<b>Gender reassignment</b> – consider people transitioning from male to female and female to male	There is no risk associated with gender in applying the Public Protection Policy. The policy and guidance applies to all service users and members of the public regardless of gender.
Positive impacts	
Negative impacts	Nil
Opportunities to enhance equality	
<b>Gender / sex</b> – consider men (include trans men), women (include trans women) and non-binary people	There is no risk associated with gender in applying the Public Protection Policy. The policy and guidance applies to all service users and members of the public regardless of gender.
Positive impacts	
Negative impacts	Nil
Opportunities to enhance equality	
<b>Marriage / civil partnership</b> – consider people who are unmarried, married or in a civil partnership	There is no risk associated with marital status in applying the Public Protection Policy. The policy and guidance applies to all service users and members of the public regardless of their intimate partner relationships.
Positive impacts	
Negative impacts	Nil
Opportunities to enhance equality	
<b>Pregnancy / maternity</b> – consider matters relating to	There is no risk associated with pregnancy in applying the Public Protection Policy. The policy and guidance applies to all service users and members of the public and will therefore apply to pregnant

women and those with same sex partners	women and unborn babies. This is particularly applicable as pregnancy is known to be a time when any Gender Based Violence risk can increase significantly. This is covered in detail in the policy to support the protection of those identified as at risk of harm, abuse or neglect.
Positive impacts	Notes enhanced probability of risk in pregnancy relating to Gender Based Violence noted here. Supports all staff to undertake duty to report / cooperate and support all service users regardless of pregnancy / maternity status who are identified as at risk of harm abuse or neglect.
Negative impacts	Nil
Opportunities to enhance equality	
<b>Race</b> – consider Gypsy/Travellers, migrant workers, those whose first language is not English, Refugees and Asylum seekers	There is no risk associated with race in applying the Public Protection Policy. The policy and guidance applies to all service users and members of the public regardless of race, language communication issues or asylum seekers. SAS employees in addition have access to interpreting services to support meeting needs of all service users.
Positive impacts	Supports all staff to undertake duty to report / cooperate and support all service users regardless of race who are identified as at risk of harm, abuse or neglect.
Negative impacts	Nil
Opportunities to enhance equality	
<b>Religion / belief</b> – consider people with different religions or beliefs and those with no religion or belief	There is no risk associated with religion in applying the Public Protection Policy. The policy and guidance applies to all service users and members of the public regardless of their religion or beliefs.
Positive impacts	Supports all staff to undertake duty to report / cooperate and support all service users regardless of religion or beliefs who are identified as at risk of harm, abuse or neglect.
Negative impacts	Nil
Opportunities to enhance equality	
<b>Sexual orientation</b> – consider Lesbian, Gay,	There is no risk associated with sexual orientation in applying the Public Protection Policy. The

Bisexual and Heterosexual people	policy and guidance applies to all service users and members of the public regardless of sexual orientation.
Positive impacts	Supports all staff to undertake duty to report / cooperate and support all service users regardless of sexual orientation who are identified as at risk of harm, abuse or neglect.
Negative impacts	Nil
Opportunities to enhance equality	
<b>Health inequalities / cross cutting issues</b> – consider socio- economic disadvantage, e.g. income / people on benefits, single parents, employment, homelessness, education, health, vulnerable families (e.g. carers, young mothers, people experiencing domestic abuse, children / adults at risk of statutory measures), looked after children and young people, those in the criminal justice system, those who live in the most deprived communities, people with low literacy/numeracy, people misusing substances, people living in rural areas	There is no risk associated with Health Inequalities in applying the Public Protection Policy. The policy and guidance applies to all service users and members of the public regardless of their socio economic status, employment status, educational attainment or wider societal status.

Positive impacts	The Policy and contributing legislation and guidance note the known higher statistical likelihood of those with particular characteristics to be at higher risk and / or more susceptible to abuse, harm or neglect and supports all staff to undertake duty to report / cooperate and support all service users regardless of any health inequalities or cross cutting issues.
Negative impacts	Nil
Opportunities to enhance equality	
<b>Staff</b> – consider those employed part-time, full-time and those working shifts	The Public Protection Policy provides clear guidance to all staff regardless of their role, shifts or working pattern
Positive impacts	Supports all staff to undertake duty to report / cooperate and support all service users regardless of their role or shift pattern.
Negative impacts	Nil
Opportunities to enhance equality	
<b>Equality &amp; Human Rights</b>	How will this policy have impact on the following?
Enabling people to have more control of their social/work environment	Identification of service users as at risk of abuse, harm and neglect and sharing of relevant and proportionate information by our staff with our statutory partner agencies will allow for wider multiagency support and protection where required to be provided to all service users and members of the public.
Reducing differences in status between different groups of people	
Promoting participation, inclusion, dignity and control over decisions	Identification of service users as at risk of abuse, harm and neglect and sharing of relevant and proportionate information by our staff with our statutory partner agencies will allow for wider multiagency support and protection where required to be provided to all service users and members of the public.
Building family support	Identification of service users as at risk of abuse, harm and neglect and sharing of relevant and



networks, resilience and community capacity	proportionate information by our staff with our statutory partner agencies will allow for wider multiagency support and protection where required to be provided to all service users and members of the public.
Reducing crime and fear of crime including hate crime	
Protecting vulnerable children and adults	Identification of service users as at risk of abuse, harm and neglect and sharing of relevant and proportionate information by our staff with our statutory partner agencies will allow for wider multiagency support and protection where required to be provided to all service users and members of the public.
Promoting healthier lifestyles including: diet and nutrition, sexual health, substance misuse, physical activity, life skills	

<b>Section 4: Addressing impacts</b>	
<b>Select which of the following apply to your policy and give a brief explanation - to be expanded in Section 5: Action plan</b>	
	Reasons
a. <b>No major change</b> - the EQIA shows that the policy is robust, there is no potential for discrimination or adverse impact and all opportunities to promote equality have been taken	<p>A human rights approach underpins all national legislation and guidance used to inform the Policy and the Policy itself is clear that every person has a right to be free from abuse, harm or neglect.</p> <p>The directives in this Policy apply to all SAS employees and any service user and wider members of the public we may identify at risk of harm, abuse or neglect – it is non-discriminatory and will offer a protective response for all service users and members of the public regardless of any protected characteristics.</p> <p>All the underpinning legislation and national guidance referenced in the Policy have a foundation of Human Rights, UNCRC Incorporation, and Equalities and include significant reference to minority groups and/or population groups who</p>


	are more at risk statistically from some forms of harm and the impact of health inequalities across all populations.
<b>b. Adjust the policy</b> – the EQIA identifies potential problems or missed opportunities and you are making adjustments or introducing new measures to the policy to remove barriers or promote equality or foster good relations	
<b>c. Continue the development and implementation of the policy without adjustments</b> – the EQIA identifies potential for adverse impact or missed opportunity to promote equality. Justifications for continuing without making changes must be clearly set out, these should be compelling and in line with the duty to have due regard. See option d. if you find unlawful discrimination. Before choosing this option you must contact the Equalities Manager to discuss the implications.	
<b>d. Stop and remove the policy</b> - there is actual or potential unlawful discrimination that cannot be mitigated. The policy must be stopped and removed or changed. Before choosing this option you must contact the Equalities Manager to discuss the implications.	

**Section 5: Action plan**

**Please describe the action / recommendations that will be taken following the assessment in order to reduce or remove any negative / adverse impacts, promote any positive impacts, or gather further information or evidence or further consultation.**

Action / recommendation	Output	Outcome	Lead responsible	Date	Protected characteristic / cross cutting issue*
Policy published alongside EQIA on service intranet, and referenced in relevant training.		Raise awareness across organisation	Rhona Robb		Protecting Vulnerable Children and Adults.
* list which characteristic is relevant - age, disability, gender reassignment, gender / sex, marriage and civil partnership, pregnancy and maternity, race, religion / belief, sexual orientation or cross cutting issue e.g. poor mental health, illiteracy etc					

<b>Section 6: Monitoring and review</b> Please detail the arrangements for review and monitoring of the policy	
	Details
a. How will the policy be monitored? Provide dates as appropriate	Policy will be reviewed every two years or if required a significant update due to national legislation and guidance that necessitates an earlier update.
b. What equalities monitoring will be put in place?	EQIA will be reviewed at formal updates.
c. When will the policy be reviewed? Provide a review date.	October 2026

<b>Section 7: Sign off</b> Please provide signatures as appropriate			
Name of Lead	Title	Signature	Date
Rhona Robb	Head Of Public Protection		06-09-2024
Completed form: copy of completed form to be retained by department and copy forwarded to Equalities Manager for publication on Service website			
Provide date this was sent	06-09-2024		

Doc: EQIA Template	Page 12	Author: HR Manager (Equalities)
Date: 2021-11-29	Version 1.0	Review Date: