



Equality Impact Assessment Summary

Summary

Name of Product	Naloxone for Police Officers/PCSO's
Description of Product	A trial will commence in the Middlesbrough area allowing Police Officers and PCSO's to be issued with Nasal Naloxone. Naloxone is a drug which reverses the effects of an opioid overdose. The project is funded by South Tees Public Health, who will also assist with training and administration.
Department	Incident Response Teams/Neighbourhood Policing Teams
Assessment Writer	[REDACTED]
Date Started	18/12/2020
Head of Dept Sign Off	[REDACTED] 14/11/2021
EDI Manager Sign Off	[REDACTED] 12/11/2021
Review Date	November 2023

Version Control

This is a living document and should be updated as we update our products, and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author
1.2	12/11/2021	Delay in trial commencing and amendment of terms of trial.	[REDACTED] [REDACTED]

Stage One – Early Thinking

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our **Equality Consideration Checklist**.



Equality Impact Assessment Summary

Is an EIA required at this time?	Yes
If no, what is your rationale?	N/A

Stage Two – Identify Scope

You must list the specific sources of evidence that you have used within the EIA to ensure your product is inclusive. Please including links to any sources and details of any consultation work you have undertaken.

Since 2019 Cleveland Police have been considering issuing Naloxone to front line Police Officers and PCSO's. Naloxone is a drug that can rapidly reverse the effects of opiate based drugs. If administered in a timely fashion, it can restore the breathing of a patient, allowing them to receive expert medical attention. Ultimately it could save the life of someone suffering the effects of an overdose.

Intra-Muscular Naloxone (delivered through injection) has been available in Cleveland Police Custody Suite for some time, with the drug having been successfully administered to detainees under the influence of drugs.

This trial intends to issue Police Officers and PCSO's a nasal spray to administer Naloxone.

Several other Police Forces across the UK have already issued Nasal Naloxone to front line staff. For example Police Scotland have trained over 790 Officers with over 50 incidents where the drug has been successfully administered (Figures accurate as of 1st November 2021). The issue of Naloxone to Police forms part of the NPCC Drug Strategy 2021-2025.

Informal consultation took place locally with a number of interested parties during 2019 and 2020, particularly with those in third sector groups and communities who are vulnerable to drug use and opioid overdose.

Public consultation has taken place via Twitter on a number of occasions. This received positive feedback, suggesting that the provision of Naloxone to Police would result in enhanced community relations and reduce harm to communities.

Formal consultation has taken place with partners, via the online Tees Drug Information Sharing Group. This is a group with approximately 80 members, including Police, Local Authority, Public Health, Treatment and Recovery Services, Charities etc. All responses received were positive and supportive of the proposed trial.

Two focus groups have also taken place with front line Response Police Officers. These focus groups took place in 2019 with Officers from each team being asked

Equality Impact Assessment Summary

about their views on drug use in the local area and whether they would like to carry Nasal Naloxone.

In both groups, there was some initial reluctance on the part of many Officers. This was however down to a lack of knowledge of the Naloxone product and fear of being tasked to incidents instead of the North East Ambulance Service (NEAS).

Reassurance was provided about how Naloxone works and agreement with NEAS regarding their response. This resulted in a shift in opinion, with the majority of Officers confirming that they would be happy to carry Naloxone in the future.

Further consultation has been conducted regarding the administration of Naloxone to Police and PCSO's within Cleveland. In July 2021 Cleveland Police Ethics and Standards Board considered the proposal. All feedback was considered and addressed, resulting in the Policy being updated accordingly.

During August 2021, the Internal Ethics Committee were requested to provide their views on the trial. This generated a positive response with reassurance being provided regarding any concerns raised.

Similarly Cleveland Independent Ethics Committee were consulted on 10th August 2021. This generated detailed discussions however no ethical issues were raised that they could foresee which would impact on the proposed trial. Full details of the IEC feedback can be reviewed in the embedded minutes below.



IEC Minutes 10 Aug
21.doc

Cleveland Police Executive Management Board are aware of this proposal and their authority will be required prior to the commencement of this trial.

Stage Three - Impact

What potential positive or negative impacts has your research and consultation revealed?

Age

Positive Impacts

The overall positive impact for the use of Naloxone is that it could be used to save the life of a person.

Negative Impacts

The use of Nasal Naloxone on Young Children is not thought to be suitable and medical assistance should be sought instead.

However, there may be occasions, where an Officer makes a risk based decision to use Nasal Naloxone on a

Equality Impact Assessment Summary

	<p>Young Person/Child. Medical advice should always be sought if possible.</p> <p>This may be seen as intrusive to onlookers, who may not be aware of the full circumstances.</p>
Disability	
Positive Impacts	Negative Impacts
<p>The overall positive impact for the use of Naloxone is that it could be used to save the life of a person. Disability is not considered to be a factor in the successful administration of the medicine.</p>	<p>If Police were to administer Nasal Naloxone to a person with a physical, visible disability, it could be seen as intrusive by onlookers if they were unaware of the circumstances, given that Officers would have to insert the receptacle into a person's nostril.</p>
Gender Reassignment	
Positive Impacts	Negative Impacts
<p>The overall positive impact for the use of Naloxone is that it could be used to save the life of a person. Gender reassignment is not considered to be a factor in the successful administration of the medicine.</p>	<p>No negative impacts identified.</p>
Marriage and civil partnership	
Positive Impacts	Negative Impacts
<p>The overall positive impact for the use of Naloxone is that it could be used to save the life of a person. Marriage and civil partnership reassignment is not considered to be a factor in the successful administration of the medicine.</p>	<p>No negative impacts identified.</p>
Pregnancy and maternity	
Positive Impacts	Negative Impacts
<p>The overall positive impact for the use of Naloxone is that it could be used to save the life of a person.</p>	<p>Due to the intrusive nature of administering nasal Naloxone, there is potential for this action to be misconstrued by onlookers who may not be fully aware of the correct information.</p> <p>Where possible, medical advice should be sought before administering Naloxone to a female who is pregnant, suspected to be pregnant or breastfeeding.</p>

Equality Impact Assessment Summary

Race	
Positive Impacts	Negative Impacts
The overall positive impact for the use of Naloxone is that it could be used to save the life of a person. Race is not considered to be a factor in the successful administration of the medicine.	No negative impacts identified.
Religion or Belief	
Positive Impacts	Negative Impacts
The overall positive impact for the use of Naloxone is that it could be used to save the life of a person. Religion or Belief is not considered to be a factor in the successful administration of the medicine.	No negative impact identified.
Sex	
Positive Impacts	Negative Impacts
The overall positive impact for the use of Naloxone is that it could be used to save the life of a person. Sex is not considered to be a factor in the successful administration of the medicine.	No negative impacts identified.
Sexual Orientation	
Positive Impacts	Negative Impacts
The overall positive impact for the use of Naloxone is that it could be used to save the life of a person. Sexual Orientation is not considered to be a factor in the successful administration of the medicine.	No negative impacts identified.
Other – Please clarify	
Positive Impacts	Negative Impacts
The carrying of Naloxone by Police can assist in reducing the associated stigma of drug use and improve relations between Police and users of illicit drugs.	

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status



Equality Impact Assessment Summary

<p>Training in the use of Naloxone and continuous professional development. This will be done on a periodic basis, using a local Drug Treatment Service to assist as part of the trial.</p> <p>The training will incorporate advice to Officers what to say to those who may be concerned about the patient and the action that the Officer is taking.</p> <p>This should mitigate the negative impacts, where people may believe that Officers are being intrusive or using force, when in fact they are administering a lifesaving medicine.</p> <p>Corporate Communications will also be provided to the public to raise the awareness of Naloxone and provide reassurance to the public about its use.</p>	<div style="background-color: black; width: 50px; height: 20px; margin: 0 auto;"></div>	<p>Ongoing</p>
--	---	----------------

Stage Four – Mitigation – Risk Tolerance	
<p>Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here.</p>	
<p>Impacts we cannot mitigate</p>	<p>Adverse reaction to medication.</p>
<p>Does your head of department approve of tolerating this risk?</p>	<p>Yes</p>

Stage 5 – Sign Off

Once you have completed your assessment and product you must request your head of department sign them off. You then need to send your completed EIA summary and the product you have assessed to the EDI team:

everyonematters@cleveland.pnn.police.uk

The team will review your EIA and will either: provide final sign off the completed document, OR, return your document with further considerations and recommendations for you to implement.