

APPENDIX B

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Sharon Kingsman Public Health Principle
Directorate:	Public Health
Date of Completion:	15/05/15

Name of Policy/Strategy/Service/Function Proposal

Pharmaceutical Needs Assessment

The Aims, Objectives and Expected Outcomes:

Since 1 April 2013, every health and wellbeing board (HWB) in England has had a statutory responsibility to publish and keep up to date a statement of the needs for pharmaceutical services of the population in its area, referred to as a pharmaceutical needs assessment (PNA). This duty is legislated for through the Health and Social Care Act 2012.

The PNA is used by NHS England as the basis for determining opening of new pharmacies or extension to hours. It is not related to services commissioned or carried out by the council but those licenced by NHS England.

The PNA takes account of the strategic context of the Joint Strategic Needs Assessment (JSNA). This is an assessment of the population's health and wellbeing needs based on demographic, health and care data as well as current service provision.

The PNA concludes that the number and distribution of community pharmacies and dispensing doctors on the Island, is adequate to provide pharmaceutical services for the local population. There is the potential for maximising service provision of advanced (and enhanced) community pharmacy services which are commissioned by NHS England (Wessex). Also the transition to locally commissioned services by Public Health Isle of Wight provides scope for optimising provision.

The Office for National Statistics (ONS) 2012-based projections suggest that the population of the Island will raise by an estimated 1.2% between 2015 and 2018 (from 139,957 to 141,652)². There is no robust evidence to suggest a specific population level that each pharmacy can cater for, particularly in light of changes in pharmaceutical supply models. Therefore although residential developments increase the population in some areas this may require pharmacies

to work more efficiently it does not mean that additional pharmacies are required.

The PNA recommends that there are no current pharmaceutical needs that cannot be met by existing contractors, and that improvements and better access should also be addressed through working with existing contractors. The development at Pan Meadows (Bluebell Meadows) has the potential to create further demand with an estimated increase in population of 502 people, accounting for 19% of the estimated population increase from housing developments across the Isle of Wight. However the existing pharmacy provision can meet this additional demand.

Please delete as appropriate:

This is a statutory requirement and is a needs assessment on behalf of the health and wellbeing board.

Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	√			The needs assessment has considered the demographics of the Island and there are no areas of negative or positive impact of this new PNA.
Disability	√			The needs assessment has considered people with disability and there are no negative or positive impacts of this new PNA.
Gender Reassignment			√	There no areas of negative or positive impact of this new PNA.
Marriage & Civil Partnership			√	There no areas of negative or positive impact of this new PNA.
Pregnancy & Maternity			√	There no areas of negative or positive impact of this new PNA.
Race			√	There no areas of negative or positive impact of this new PNA.
Religion / Belief			√	There no areas of negative or positive impact of this new PNA.
Sex (male / female)			√	There no areas of negative or positive impact of this new PNA.
Sexual Orientation			√	There no areas of negative or positive impact of this new PNA.


Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes/No
<p><i>If answered Yes, describe what these are and how they may be promoted or enhanced</i></p> <p>Yes, Access to services was considered in general but also with particular regard to with regard to older people and people of all ages with a disability. The travel map (Appendix F of the PNA) highlights those areas which are 1.6km (1 mile) from a pharmacy. 99% of Isle of Wight residents are within 20 minutes' drive of a pharmacy and 96% are within 20 minutes by walking or using public transport. The areas with higher population density and highest deprivation are close to pharmacy provision.</p>	

Evidence Considered During Screening

The evidence is fully described and analysed in the PNA but can be summarised as : Life expectancy on the Island is also better than the England average; a male on the Island on average lives to 79.1 years (78.5 for England) whilst female life expectancy is 83.6 years (82.6 for England). 2011 Census data shows that the Isle of Wight has a statistically significantly higher percentage (23%) of people who consider their long term condition or disability limits their daily activities (this data includes problems that are related to old age). For England the average is 18% and the South East region average is 16%. It is predicted that by 2020 the prevalence of dementia on the Isle of Wight will increase by 21% (to 3,137), figures for 2011/12 show the Island has the highest recorded dementia rates in the UK; this is in part due to the higher than average population aged 65 plus and due to work undertaken to improve levels of diagnoses.

GP practice data on the Isle of Wight has been analysed to investigate how the percentage of those suffering from one or more chronic conditions increases with age. As figure 3 shows 83% (25,391) of people aged between 65 and 84 have at least one chronic condition with that figure increasing in the 85 and over age group to 94% (4,995). Figures for people with more than four chronic conditions are 25% (7,585) and 41% (2,195) in those age groups respectively.

The number of Blue Badges held on the Isle of Wight as at March 2013 was analysed. The majority of Blue Badges are issued to those on the higher rate of Disability Living Allowance (DLA) which includes a care component for those who need supervision or help looking after themselves and a mobility component for those who find it very hard to walk.

Head of Service Sign off:	
Advice sought from Legal Services (Name)	Justin Thorne
Date	15/05/15

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	
Directorate:	
Date of Completion:	

Name of Policy/Strategy/Service/Function Proposal

The Aims, Objectives and Expected Outcomes:

Using the information provided in your initial screening, write a brief description of your policy, strategy, service or council function under assessment. It is important to focus on the reasons for a new or changed approach and what it intends to achieve. Include who the main beneficiaries or users are and the main groups of people with protected characteristics who are affected. State how this proposal fits with the council's corporate priorities.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal
- This is a proposed change/review to/removal of an existing policy/strategy/service/council function (*check whether the original decision was equality impact assessed*)

Scope of the Equality Impact Assessment

Include any links to a previous equality impact assessment or work delivered by another Directorate/service or partner organisation. Describe the approach to be taken in data collection, stakeholder involvement and state who the stakeholders are.

Establish your monitoring and review arrangements.

Sources of evidence may include:

- *Service monitoring reports including equality monitoring data*
- *User feedback*
- *Population data – IW Facts and Figures (add link)*
- *Complaints data*
- *Published research, local or national*
- *Feedback from consultations and focus groups*
- *Feedback from individuals or organisations, other council departments, partner organisations etc*

Set out any data gaps that may need to be addressed and how you plan to address them and include in your action plan.

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both? In particular set out how the council as a public body has met its duty to pay regard to eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.

Detail what concerns were identified during any consultation exercises together with any positive impact that has been identified and how this can be promoted or enhanced. Are there any concerns from consultation and data gathering that have not been taken on board, if so, please justify and explain the reason for this.

Does the proposal have the potential to cause unlawful discrimination (for example is it possible that the proposal may exclude certain groups of people from obtaining services or limit their participation in any aspect of public life?)

Set out in light of the consultation and data gathering what changes, if any you will make to the proposal

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified and is it lawful?

Recommendations

Please summarise the main recommendations arising from the assessment. If it is not possible to diminish negative impacts to an acceptable or even a lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Sex (male or female)				
Sexual Orientation				
HR & workforce issues				
Human Rights implications if relevant				
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

<i>Publishing checklist</i>	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s website</i> 		