

Equality Impact Assessment (EIA) - Evidence Form

The PCT strives to design and implement services, policies and measures that meet the diverse needs of our service population and workforce, ensuring that none are placed at a disadvantage over others. This form is designed to help you to consider the needs and assess the positive, adverse or neutral impact of your policy, protocol, proposal or service on all groups within our local communities, and to record the evidence that you have done so. Any proposal or policy submitted to the Board must have undergone EIA.

This form will be used as evidence of the assessment you have undertaken. It will need to be made available to the Board and PCT's Equality and Diversity Steering Group.

Policy/Proposal/Service Title MEDICAL PERFORMERS LIST POLICY & PROCEDURE: INCLUSION, REMOVAL, CONTINGENT REMOVAL AND SUSPENSION OF DOCTORS

Name of EIA Lead Sula Wiltshire

Others involved in assessment Liz Wragg

Date EIA commenced Jan 2012

EIA Completed and Approved

Signature (Lead Director):



Name (print)

Sula Wiltshire

Job Title:

Director of Nursing and Quality

Date:

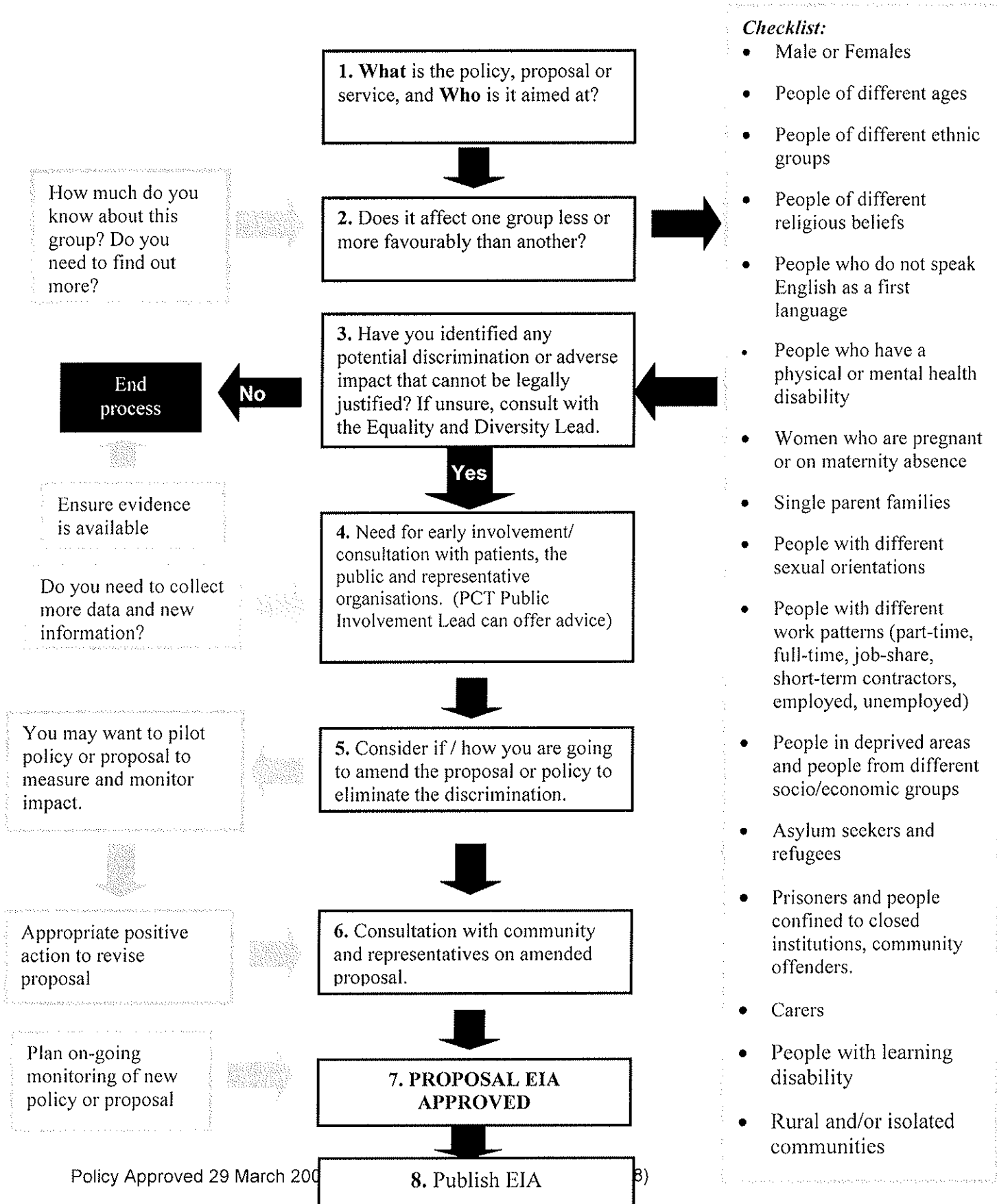
23 January 2012

ONCE COMPLETED, PLEASE SUBMIT TO EQUALITY AND DIVERSITY LEAD FOR EVIDENCE AND PUBLICATION.

Equality Impact Assessment (EIA) Tool

The PCT strives to design and implement services, policies and measures that meet the diverse needs of our service population and workforce, ensuring that none are placed at a disadvantage over others.

This tool is designed to help you to consider the needs and assess the adverse, positive or neutral impact of your policy, protocol, proposal or service on all groups within our local communities.



STAGE 1: Standard Screening

EIA questions	EIA Narrative	Sources of Evidence
<p>1. What is purpose and objectives of the policy, proposal or service?</p>	<ul style="list-style-type: none"> Describe the aims and objectives of the policy, proposal or service. What are the intended outcomes? How does it fit into the PCT's strategic aims. Is it a new or redesigned policy or service. Are any other partners/stakeholders involved? 	<p>This policy summarises the process used by Oxfordshire PCT to manage applications to the Medical Performers List and the process to follow where there is cause for concern about a performer. All areas of this policy comply with The National Health Service (Performers Lists) Regulations 2004</p>
<p>2. Who is the policy, proposal or service aimed at?</p>	<ul style="list-style-type: none"> Who are the intended beneficiaries and why? 	<p>PCT staff and primary care clinicians</p>
<p>3. Does it affect one group less or more favourably than another (see groups below)?</p>	<ul style="list-style-type: none"> Consider legal duty to eliminate discrimination, ensure equal opportunities and promotion good relations between different groups. Adverse impact: disadvantages one or some groups. Also may be differential between disadvantaged groups Positive impact: positive influence on group- proactively promotes equality. Neutral impact: similar impact on all groups. 	<p>Neutral impact.</p>
<p>Male or Females</p>		<p>Neutral impact.</p>
<p>People of different ages</p>		<p>Neutral impact.</p>
<p>People of different ethnic groups</p>		<p>Neutral impact.</p>

EIA questions	EIA Narrative	Sources of Evidence
People of different religious beliefs		Neutral impact.
People who do not speak English as a first language		Neutral impact. The testing referred to in the policy for GPs not trained in the UK is statutory.
People who have a physical disability	<ul style="list-style-type: none"> Disability: is a physical or mental impairment which has a substantial and long-term adverse effect on a person's ability to carry out normal day to day activities. Focus on the 'social model' of disability, which recognises the negative impact on disabled people of a society designed for non-disabled people. 	Neutral impact.
People who have a mental disability		Neutral impact.
People with learning disabilities		Neutral impact.
Women who are pregnant or on maternity absence		Neutral impact.
Single parent families		Neutral impact.
People with different sexual orientations		Neutral impact.
People with different work patterns (part-time, full-time, job-share, short-term contractors,		Neutral impact.

EIA questions	EIA Narrative	Sources of Evidence
employed, unemployed)		
People in deprived areas and people from different socio/economic groups		Neutral impact.
Asylum seekers and refugees		Neutral impact.
Prisoners and people confined to closed institutions, community offenders		Neutral impact.
Carers		Neutral impact.
Rural and/or isolated communities		Neutral impact.
<p>4. Have you identified any potential discrimination or adverse impact that cannot be legally justified?</p> <p>If unsure, consult with the PCT Equality and Diversity Lead.</p>	<ul style="list-style-type: none"> • Have you got evidence to support this assessment (statistics, previous consultations, Health needs assessments, surveys etc) • Is the evidence valid and how have you weighted it? 	No

STAGE 2: Detailed Screening (PCT's Equality and Diversity Lead to advise)

EIA questions	EIA Narrative	Sources of Evidence
<p>1. Need for early involvement/ consultation with patients, the public and representative organisations. (named PPI Lead can offer advice)</p>	<ul style="list-style-type: none"> • Explain appropriateness of consultation method/s? • Is there any public concern that the policy, service or proposal is discriminatory? 	<ul style="list-style-type: none"> • Record and attach written evidence of consultation process and findings.
<p>2. Consider how you are going to amend the proposal or policy to eliminate the discrimination.</p>	<ul style="list-style-type: none"> • Who should be involved in decision making? • How have you weighted all the evidence? • Explain reasons for decision? 	
<p>3. Consultation with community and representatives on amended proposal.</p>		
<p>4. What processes are in place for on-going monitoring of policy or proposal implementation?</p>	<ul style="list-style-type: none"> • What monitoring criteria? • Who will be responsible for monitoring? • How often are you going to monitor? • When will you review? 	