

### 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:** Public Health Pharmacy Campaigns

**Name of EIA Lead:** Matt Pearce, Health Improvement Practitioner, Oxfordshire PCT

**Others involved in assessment:**

Pharmacy Campaign Steering Group

**Date EIA commenced:** 22 September 2010

**EIA Completed and Approved**

**Signature (Lead Director):** \_\_\_\_\_

**Name (print)** \_\_\_\_\_

**Job Title:** \_\_\_\_\_

**Date:** \_\_\_\_\_

## STAGE 1: Standard Screening

EIA questions	EIA Narrative	Sources of Evidence
<p><b>1. What is purpose and objectives of the policy, proposal or service?</b></p>	<p>One of the Essential Services in the pharmacy contract is pharmacy-based public health campaigns. Pharmacists and their staff are expected to take part in up to six public health campaigns a year. Campaign topics are selected by the PCT who are also required to provide the appropriate literature and other materials.</p> <p>The NHS Community Pharmacy Contractual Framework describes the aims and intended outcomes of both campaign-based and prescription-linked intervention services as follows:</p> <ul style="list-style-type: none"> <li>• To increase patient and public knowledge and understanding of key healthy lifestyle and public health messages so they are empowered to take actions to improve health.</li> <li>• To target the 'hard to reach' sectors of the population who are not frequently exposed to health promotion activities in other parts of the health or social care sector.</li> </ul>	
<p><b>2. Who is the policy, proposal or service aimed at?</b></p>	<p>The policy is aimed at members of the public who access Pharmacy's or the potential to visit pharmacies.</p>	
<p><b>3. Does it affect one group less or more favourably than another (see groups below)?</b></p>		

EIA questions	EIA Narrative	Sources of Evidence
Male or Females	<b>Neutral impact</b> - Both men and women are able to access services within a pharmacy, women are more likely to access pharmacies than males although males are reported to use the supermarket pharmacies more frequently.	Pharmacy PNA
People of different ages	<b>Neutral impact</b> - People of all ages are able to access services within a pharmacy	Pharmacy PNA
People of different ethnic groups	<b>Neutral impact</b> - People of all ethnicity's are able to access services within a pharmacy	Pharmacy PNA
People of different religious beliefs	<b>Neutral impact</b> - People of all religions are able to access services within a pharmacy.  Campaigns are sensitive to religious belief	Pharmacy PNA
People who do not speak English as a first language	<b>Neutral impact</b> - Leaflets are not routinely available to people of different languages as the number of leaflets required in different languages would be excessive. However, language line is available in each Pharmacy and Health Promotion resources can access translation of leaflets if required.	Pharmacy PNA
People who have a physical disability	<b>Neutral impact</b> - All Pharmacies meet DDA accessibility access requirements. Consultation rooms are of differing size and some areas do not have good facilities although all pharmacies which have consulting rooms have rooms which meet minimum requirements	Pharmacy PNA
People who have a mental disability	<b>Neutral impact</b> - People with mental disabilities are able to access services within a pharmacy.	Pharmacy PNA

EIA questions	EIA Narrative	Sources of Evidence
People with learning disabilities	<b>NEGATIVE impact</b> - People with learning disabilities are able to access services within a pharmacy. Leaflets are not always accessible to people with learning disabilities, need to ensure there is a range of material for all abilities.	Pharmacy PNA
Women who are pregnant or on maternity absence	<b>Neutral impact</b> - Women who are pregnant or on maternity leave are able to access services within a pharmacy.	Pharmacy PNA
Single parent families	<b>Neutral impact</b> - Single Parents are able to access services within a pharmacy.	Pharmacy PNA
People with different sexual orientations	<b>Neutral impact</b> - People of different sexual orientation are able to access services within a pharmacy.	Pharmacy PNA
People with different work patterns (part-time, full-time, job-share, short-term contractors, employed, unemployed)	<b>Neutral impact</b> - People who work inflexible shifts are able to access services within a pharmacy, there are several pharmacies which are open for 100 hours per week, these are available throughout the county.	Pharmacy PNA
People in deprived areas and people from different socio/economic groups	<b>Positive impact</b> - People who live in deprived areas and those from differing social groups are able to access services within a pharmacy. PNA shows that the more deprived an area, the more likely they are to have a pharmacy.	Pharmacy PNA
Asylum seekers and refugees	<b>Neutral impact</b> - People who seek refuge and assylum are able to access services within a pharmacy.	Pharmacy PNA
Prisoners and people confined to closed institutions, community offenders	<b>NEGATIVE impact</b> - This target group are unable to access the public health pharmacy campaigns. We will ensure that pharmacy campaign materials is distributed to healthcare centres within prisons. Prison pharmacists will also receive materials so that they can promote campaigns locally	Pharmacy PNA

EIA questions	EIA Narrative	Sources of Evidence
Carers	<b>Neutral impact</b> - People who care are able to access services within a pharmacy.	Pharmacy PNA
Rural and/or isolated communities	<b>Neutral impact</b> - People from rural/isolated communities are able to access services within a pharmacy.	Pharmacy PNA
<p><b>4. Have you identified any potential discrimination or adverse impact that cannot be legally justified?</b></p> <p>If unsure, consult with the PCT Equality and Diversity Lead.</p>	<p>Yes</p> <p>Negative Impact on people with learning disabilities</p> <p>Negative Impact on people in closed communities such as prisons</p>	

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

EIA questions	EIA Narrative	Sources of Evidence
<p><b>1. Need for early involvement/ consultation with patients, the public and representative organisations.</b> (named PPI Lead can offer advice)</p>	<p>Not required as changes to process only</p>	
<p><b>2. Consider how you are going to amend the proposal or policy to eliminate the discrimination.</b></p>	<p>Negative Impact on people with learning disabilities</p> <p>We will ensure that materials appropriate for people with learning disability are sourced for each campaign and we will promote awareness of campaigns with Ridgeway Learning Disabilities trust.</p> <p>Negative Impact on people in closed communities such as prisons</p> <p>We will send campaign materials to prison pharmacists and prison healthcare units</p>	<p>Materials available Using pharmacy leaflets available to Learning Disability Trust.</p>
<p><b>3. Consultation with community and representatives on amended proposal.</b></p>	<p>We will discuss and implement with Learning Disabilities facilitators</p> <p>We will discuss and implement with prison healthcare commissioners</p>	<p>Minutes from meeting</p>

<b>4. What processes are in place for on-going monitoring of policy or proposal implementation?</b>	Pharmacy Campaign Implementation group	Minutes from meeting
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## EIA Action Plan Follow-up

*(for EIA of existing services, policies or projects)*

EIA Recommendations	Key actions required	Officer Responsible	Progress Made