

## 1. Equality Impact Analysis

<b>Policy / Project / Function:</b>	Policy on Primary Care Rebate Schemes (PCRS)																
<b>Date of Analysis:</b>	22 January 2015																
<b>This Equality Impact Analysis was completed by: (Name and Department)</b>	Emma Parker Corporate Services, Yorkshire and Humber Commissioning Support																
<b>What are the aims and intended effects of this policy, project or function ?</b>	This policy provides a framework for managing rebates in a legal and ethical way. The principles outlined in this policy document allow for the objective evaluation of schemes submitted to the CCG and a clear process for approving and scrutinising agreements.																
<b>Please list any other policies that are related to or referred to as part of this analysis</b>	N/A																
<b>Who does the policy, project or function affect ?</b>  Please Tick ✓	<table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Employees</td> <td style="text-align: center;">X</td> <td style="width: 20%;"></td> <td style="width: 20%;"></td> </tr> <tr> <td>Service Users</td> <td></td> <td style="text-align: center;"><input type="checkbox"/></td> <td></td> </tr> <tr> <td>Members of the Public</td> <td></td> <td style="text-align: center;"><input type="checkbox"/></td> <td></td> </tr> <tr> <td>Other (List Below)</td> <td style="text-align: center;">X</td> <td></td> <td>Service Providers</td> </tr> </table>	Employees	X			Service Users		<input type="checkbox"/>		Members of the Public		<input type="checkbox"/>		Other (List Below)	X		Service Providers
Employees	X																
Service Users		<input type="checkbox"/>															
Members of the Public		<input type="checkbox"/>															
Other (List Below)	X		Service Providers														

## 2. Equality Impact Analysis: Screening

	Could this policy have a positive impact on...		Could this policy have a negative impact on...		Is there any evidence which already exists from previous (e.g. from previous engagement) to evidence this impact
	Yes	No	Yes	No	
<b>Race</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Age</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Sexual Orientation</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Disabled People</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Gender</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Transgender People</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Pregnancy and Maternity</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Marital Status</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Religion and Belief</b>	<input type="checkbox"/>	X	<input type="checkbox"/>	X	
<b>Reasoning</b>					

**If there is no positive or negative impact on any of the Nine Protected Characteristics go to Section 7**

### 3. Equality Impact Analysis: Local Profile Data

#### Local Profile / Demography of the Groups affected (population figures)

<b>General</b>	
<b>Age</b>	
<b>Race</b>	
<b>Sex</b>	
<b>Gender reassignment</b>	
<b>Disability</b>	
<b>Sexual Orientation</b>	
<b>Religion, faith and belief</b>	
<b>Marriage and civil partnership</b>	
<b>Pregnancy and maternity</b>	

## 4. Equality Impact Analysis: Equality Data Available

**Is any Equality Data available relating to the use or implementation of this policy, project or function?**

Equality data is internal or external information that may indicate how the activity being analysed can affect different groups of people who share the nine *Protected Characteristics* – referred to hereafter as ‘*Equality Groups*’.

Examples of *Equality Data* include: (this list is not definitive)

1. Application success rates *Equality Groups*
2. Complaints by *Equality Groups*
3. Service usage and withdrawal of services by *Equality Groups*
4. Grievances or decisions upheld and dismissed by *Equality Groups*
5. *Previous EIAs*

Yes

No

Where you have answered yes, please incorporate this data when performing the *Equality Impact Assessment Test* (the next section of this document).

**List any Consultation e.g. with employees, service users, Unions or members of the public that has taken place in the development or implementation of this policy, project or function**

**Promoting Inclusivity  
How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation**

## 5. Equality Impact Analysis: Assessment Test

**What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?**

<b>Protected Characteristic:</b>	<b>No Impact:</b>	<b>Positive Impact:</b>	<b>Negative Impact:</b>	<b>Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists</b>
<b>Gender</b> (Men and Women)				
<b>Race</b> (All Racial Groups)				
<b>Disability</b> (Mental and Physical)				
<b>Religion or Belief</b>				
<b>Sexual Orientation</b> (Heterosexual, Homosexual and Bisexual)				

## Equality Impact Analysis: Assessment Test (continued)

What impact will the implementation of this policy, project or function have on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?

Protected Characteristic:	No Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists
<b>Pregnancy and Maternity</b>				
<b>Transgender</b>				
<b>Marital Status</b>				
<b>Age</b>				

## 6. Action Planning

**As a result of performing this analysis, what actions are proposed to remove or reduce any risks of adverse outcomes identified on employees, service users or other people who share characteristics protected by *The Equality Act 2010* ?**

Identified Risk:	Recommended Actions:	Responsible Lead:	Completion Date:	Review Date:

## 7. Equality Impact Analysis Findings

<b>Analysis Rating:</b>	<input type="checkbox"/> Red	<input type="checkbox"/> Red/Amber	<input type="checkbox"/> Amber	X Green
-------------------------	------------------------------	------------------------------------	--------------------------------	---------

		Actions	Wording for Policy / Project / Function
<p><b>Red</b></p> <p><b>Stop and remove the policy</b></p>	<p><b>Red:</b> As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i>. It is recommended that the use of the policy be suspended until further work or analysis is performed.</p>	<p><b>Remove the policy</b></p> <p>Complete the action plan above to identify the areas of discrimination and the work or actions which needs to be carried out to minimise the risk of discrimination.</p>	<p>No wording needed as policy is being removed</p>
<p><b>Red Amber</b></p> <p><b>Continue the policy</b></p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i>. However, a genuine determining reason may exist that could legitimise or justify the use of this policy and further professional advice should be taken.</p>	<p><b>The policy can be published with the EIA</b></p> <p>List the justification of the discrimination and source the evidence (i.e. clinical need as advised by NICE).</p> <p>Consider if there are any potential actions which would reduce the risk of discrimination.</p> <p>Another EIA must be completed if the policy is changed, reviewed or if further discrimination is identified at a later date.</p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination exists (direct, indirect, unintentional or otherwise) to one or more of the nine groups of people who share <i>Protected Characteristics</i>. However, a genuine determining reason exists which justifies the use of this policy and further professional advice.</p> <p><b><i>[Insert what the discrimination is and the justification of the discrimination plus any actions which could help what reduce the risk]</i></b></p>



## Equality Impact Findings (continued):

		Actions	Wording for Policy / Project / Function
<p><b>Amber</b></p> <p><b>Adjust the Policy</b></p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p>	<p><b>The policy can be published with the EIA</b></p> <p>The policy can still be published but the Action Plan must be monitored to ensure that work is being carried out to remove or reduce the discrimination.</p> <p>Any changes identified and made to the service/policy/ strategy etc. should be included in the policy.</p> <p>Another EIA must be completed if the policy is changed, reviewed or if further discrimination is identified at a later date.</p>	<p>As a result of performing the analysis, it is evident that a risk of discrimination (as described above) exists and this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p> <p><b><i>[Insert what the discrimination is and what work will be carried out to reduce/eliminate the risk]</i></b></p>
<p><b>Green</b></p> <p><b>No major change</b></p>	<p>As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>	<p><b>The policy can be published with the EIA</b></p> <p>Another EIA must be completed if the policy is changed, reviewed or if any discrimination is identified at a later date</p>	<p>As a result of performing the analysis, the policy, project or function does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.</p>

<b>Brief Summary/Further comments</b>	
---------------------------------------	--

<b>Approved By</b>		
Job Title:	Name:	Date: