

Equality Questions

Equality Impact Assessment (EIA)
(supporting information is provided on the back of this form)

Policy/Service	GP Extended Access	Person completing EIA	David Palmer, Head of Primary Care Commissioning
Date of EIA	18 th January 2018	Accountable CCG Lead	NHS Coventry and Rugby Clinical Commissioning Group NHS Warwickshire North Clinical Commissioning Group

Aim of Work	The Public Sector Equality Duty (PSED) requires us to eliminate discrimination, advance equality of opportunity, and foster good relations with protected groups. This EIA assesses the impact of the policy on protected groups.
Who Affected	This service is available to all patients within the Warwickshire North, Coventry and Rugby areas.

Protected Group	Likely to be a differential impact?	Protected Group	Likely to be a differential impact?
Age	No	Race	No
Disability	No	Religion or belief	No
Gender reassignment	No	Sex	No
Marriage and civil partnership	No	Sexual orientation	No
Pregnancy and maternity	No		

Describe any potential or known adverse impacts or barriers for protected/vulnerable groups and what actions will be taken (if any) to mitigate. If there are no known adverse impacts, please explain.

GP Extended Access services will be available to all patients registered with GP practices within the Coventry, Rugby and Warwickshire North areas. These will increase the availability of primary care services to patients by making appointments available outside conventional practice hours and by making appointments available at other sites.

No adverse impacts or barriers for protected/vulnerable groups have been identified as part of the rollout of GP Extended Access services. Services are available to all patients in the same way as conventional GP practice appointments are available to all and can be booked by staff at each practice.

Please summarise where further action is required and when the projects / decision will be reviewed.

Whilst no adverse impacts or barriers have been identified for the specific groups, it is recognised that the size and rural nature of the Warwickshire North CCG area means that it is easier for patients to access services offered at a range of locations.

Extended access services are currently provided at a total of eight different locations across the area of the two CCGs, however the option of a further site within the Warwickshire North CCG area is currently being explored to reduce travel times for patients in that area.

Supporting information – Equality Impact Assessment (EIA)

Background to completing an EIA

An Equality Impact Assessment involves using equality information, and the results of engagement with protected groups and others, to understand the actual effect or the potential effect of your commissioning decisions and policies. It helps Coventry and Rugby CCG to identify practical steps to tackle any negative effects or discrimination, to advance equality and foster good relations.

Questions to consider when completing an EIA

➤ Does Due Regard apply and why / why not?
➤ Which Protected Characteristics / Human Rights could potentially be impacted negatively?
➤ What is the potential impact?
➤ What data and information sources would you use to inform your work to help apply Due Regard?
➤ Who do you need to talk to / involve?
➤ What are the relevant factors?
➤ Have all views been considered?
➤ What mitigations could be considered? Are they practical / doable?
➤ If the mitigations are not practical / doable, what is the justification?

If challenged:

Are you confident that the decisions made and the outcomes of this project/commissioning decision is:

- Non discriminatory
- Promoting equality of opportunity
- Fostering good relations between people with any of the protected characteristics

Can you produce evidence that Due Regard has been conscientiously and proportionately undertaken and all the necessary views have been considered before any decisions were agreed?

Can you, if after starting a course of action and a problem relating to a protected characteristic materialises, evidence that Due Regard was then undertaken and used to determine whether to continue or not and therefore influencing the decision?

Can you evidence that the substance and reasoning of any decisions are not based upon personal bias and values and can be fully supported with documented evidence?