

EQUALITY IMPACT ASSESSMENT FORM

Name of function/strategy/policy/service Pharmaceutical Needs Assessment ...

Date of Review.....July 2010.....

a) Please provide a brief description of the function/strategy/policy/service:

The white paper "*Pharmacy in England: building on strengths – delivering the future*" sets out a vision for improved quality and effective pharmaceutical services with a wider contribution to public health.

Providers of community pharmaceutical services are crucial to improving the health of local communities and are normally the first point of contact. The world class commissioning programme, aims to deliver better health and wellbeing of the population and therefore there is a need to optimize the contribution made by pharmaceutical service contractors.

Health commissioners are driven by the joint strategic needs assessment (JSNA) of which the Pharmaceutical Needs Assessment (PNA) is a key component. The guidelines for this assessment is covered in the "*Pharmaceutical Needs Assessment (PNAs) as part of world class commissioning*" document produced by NHS Employers – January 2009. The PNA is a key tool for identifying what is required at local level to support commissioning intentions and community pharmaceutical services which in turn will fully integrate community pharmaceutical services into the wider NHS. This will enable community pharmaceutical services to demonstrate high quality, accessible services which are responsive to local needs. In summary this assessment will identify what is provided, where it is provided and whether all of the local population has the same access to all of the services provided.

The PNA involves the following mapping processes:

- Pharmacy Provision within the community
- Dispensing General Practitioner Surgeries
- Reviewing enhanced services provided within pharmacies e.g. smoking cessation, obesity

The PNA in turn will identify the information above with a view to identifying the future state of pharmaceutical needs required for the local population. In order to achieve this, the equality impact assessment will review any perceived adverse impact on equality target groups as underpinned by equality legislation. This PNA will be developed over the next six months by listening to and working with pharmacies, patients, carers, the public, clinicians, practice based commissioners and other key local stakeholders and partners through a wide ranging programme of engagement. It is underpinned by our Single Equality Scheme and the NHS Constitution to embed the principles of equality and accessibility.

This is backed up by legislation in the form of the National Health Service (Pharmaceutical Services and Local Pharmaceutical Services) (Amendment) Regulations 2010.

An internal steering group has been developed to progress the PNA and equality impact assessments for both NHS County Durham & NHS Darlington. A project plan is attached for further information.

b) What Type of positive and negative equality & diversity implications are you aware of that arise from your function/strategy/policy/service?

In order to carry out the PNA we must be aware of the effect of any findings and outcomes from the assessment work and ensure that the information both reflects the needs of the communities which we serve and also that it does not negatively affect any person or groups within the local population.

The initial scoping for this assessment suggests that we need to consider the effect on a person's cultural differences including age, disability, race, religion or belief, sexual orientation and gender. We also need to consider the geographical issues which may affect individuals who live in the more rural parts of county durham and darlington.

Rurality is a major factor in the decision making process for pharmacy applications. It is envisaged that the PNA will identify the positive elements of community pharmacy service provision and take action if any loopholes are identified to enable a consistent approach in service provision across the area. This will ensure that the service is consistent and equitable across county durham and darlington and that no member of the community is disadvantaged.

Work has started to address service needs via a pre-engagement process and will be followed by a wider consultation period. The feedback from these consultative processes will also form implications both positive and negative which will contribute to the developing PNA.

c) In line with our statutory duty under equality legislation do your functions/strategies/policies/services make reference to equality wherever relevant?

<p>■ . If yes - provide examples of how they aim to:</p> <p>■ If no – what action is required:</p>	
<p>In line with the Race Equality Duty to eliminate discrimination, harassment, promoting equality of opportunity and good relations between people of different racial groups</p>	<p>The PNA guidance has been nationally developed by NHS employers and therefore has already been equality impact assessed. Therefore it is the findings of the PNA and the outcomes required which must be reviewed in line with the six strands of equality as described in section b plus the effect of the Human Rights Act 1998, which will require local consultation in order to avoid any potential discrimination.</p> <p>Equality & Diversity (including the Single Equality Scheme) is part of our organizational values and as such underpins this process together with a project plan which is being progressed by the PNA Steering group. There is also a PNA working group focusing upon delivery of the project plan together with a communications plan identifying the actions required for consultation and communication purposes.</p>
<p>In line with the Disability Equality Duty to promote positive attitudes towards disabled persons and encourage participation by disabled people</p>	
<p>In line with the Gender Equality Duty to eliminate unlawful discrimination and harassment & promote equality of opportunity between men and women</p>	
<p>Other relevant equality legislation/best practice?</p>	

OUTCOMES OF THIS NEED TO BE INCLUDED IN THE ACTION PLAN

- d) **What relevant groups have a legitimate interest in the function / strategy / policy / service?**
Does it impact differently on particular minority groups?
If Yes – Which Groups are affected, and how are they affected?

Group	Impact
<p>Externally: All community groups have a specific interest in pharmaceutical services together with pharmaceutical providers. These providers consist of General Practitioners, Community and National Pharmaceutical outlets such as Boots the Chemist. There is no evidence to suggest that anyone within the population we serve has an adverse impact to pharmaceutical services presently.</p> <p>Pharmacy services are consistent in approach however there may be certain pharmacy providers offering more add on services that others such as smoking cessation, obesity and for that reason these issues will be highlighted during the PNA.</p>	

- e) **Please outline below any work you have carried out to assess, monitor, address and review the equality implications of your function / strategy / policy / service and identify additional work that needs to be carried out to meet requirements of our statutory duties.**

Area of Work	<i>Work already carried out / Measures in Place</i>	Work Required	Timescales
Consultation	Pre-engagement commenced July 2010 with focus groups	Identify whether focus groups are inclusive? If not source other ways of communicating with underrepresented groups 60 day consultation begins	Sept 2010
Monitoring & Target Setting	<p>A project plan is in placed and being monitored by the PNA steering group and work is being progressed via the PNA working group.</p> <p>An audit has started of what services are currently being provided by community pharmacies and to see if these demonstrate value for money.</p> <p>Some details are already collated regarding the type of dispensed drugs and diagnosis patterns.</p>	<p>Formal consultation questions can be uploaded onto website as a questionnaire in order to target hard to reach groups.</p> <p>Development of patient questionnaire re pharmacy services provided and patient choices.</p>	Sept 2010

Access to Information & Services	<p>Communications plan under development to demonstrate how people can access information.</p> <p>Web page for community pharmacy services?</p>	<p>Further work required on communicating with hard to reach groups and by what processes.</p>	
Marketing & Promotion	<p>Information leaflets provided on community pharmacy services across the county.</p>	<p>PNA information leaflet stating what patients can expect from every pharmacy?</p>	
Organisational development	<p>Underpinned by 5 year strategic plan.</p> <p>Pharmacy panels in operation.</p>	<p>Commissioners will have facts to make informed decisions and justify using public money.</p> <p>Providers of services will have possible areas for development to ensure consistent standards in service delivery.</p>	
Training / Briefing staff Employment issues		<p>Staff skilling up may be required in order to have consistent service provision across the county depending on the outcome of the PNA.</p>	
Review & Evaluation	<p>The PNA has commenced with milestones identified.</p>	<p>Milestones as follows:</p> <p>1st PNA by end aug 2010. 60 day consultation. Final draft by feb 2011. Determination of regular review and scrutiny arrangements following PNA completion.</p>	

WHERE APPROPRIATE, ACTIONS AND TARGETS DESCRIBED HERE SHOULD BE EVIDENT IN SERVICE AREA PLANS