

Equality Impact Risk Analysis: Insert title of service/function here

Policy / Project / Function/Service:	Primary Care Strategy			
Date of Analysis:	29 th March 2019			
Analysis Rating: (Please Tick ✓) (See Completion Notes)				✓
	Red	Red /Amber	Amber	Green
Type of Analysis Performed: Please Tick ✓	Systematic Policy Analysis			
	Consultation			
	Meeting			
	Service Proposal			
	Other			✓
Please list any other policies that are related to or referred to as part of this analysis				
Who does the policy, project function or service affect ? Please Tick ✓	Employees			
	Service Users			✓
	Applicants			
	Members of the Public			✓
	Other (List Below) General Practice Providers			✓

Equality Impact Risk Analysis:

<p>What are the aims and intended effects of this policy, project or function ?</p>	<p>This strategy is aimed at supporting improvements in access to general practice services and the development of integrated primary and community networks which can better respond to the needs of the population.</p>										
<p>Is any Equality Data available relating to the use or implementation of this policy, project or function ?</p> <p>(See Completion notes)</p>	<p>Yes</p> <p>No</p>	<p><input type="checkbox"/></p> <p><input checked="" type="checkbox"/></p>									
<p>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</p>	<p>Where you have answered yes, please incorporate this data when performing the <i>Equality Impact Assessment Test</i> (the next section of this document).</p> <p>Engagement with local stakeholders, including service users and the public has taken place between January 2019 and March 2019. This includes the following:</p> <ul style="list-style-type: none"> Patient Participation Group Chairs The Community Forum CCG Public 'Way Forward' Event All 3 local GP Federations (GPs and Managers) Practice Managers Local Optical Committee Local Pharmaceutical Committee Primary Care Commissioning Committee Council of Members The Integrated Care Partnership Board GP Provider Development Group Care Contracting Committee All Local Practices Director of Health and Wellbeing Local Medical Committee 										
<p>Financial Analysis</p> <p>If applicable, state any relevant cost implications (e.g. expenses, returns or savings) as a direct result of the implementation of this policy, project or function</p>	<p>Costs (£m) *</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 40%;">Implementation</td> <td style="width: 10%;">£</td> <td style="width: 50%; border: 1px solid black; height: 20px;"></td> </tr> <tr> <td>Projected Returns</td> <td>£</td> <td style="border: 1px solid black; height: 20px;"></td> </tr> <tr> <td>Projected Savings</td> <td>£</td> <td style="border: 1px solid black; height: 20px;"></td> </tr> </table>		Implementation	£		Projected Returns	£		Projected Savings	£	
Implementation	£										
Projected Returns	£										
Projected Savings	£										

Equality Impact Risk 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* ?

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists
Gender (Men and Women)		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.
Race (All Racial Groups)		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.
Disability (Mental and Physical, Sensory impairment, Autism, mental health issues)		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users. In particular, the delivery of requirements outlined within the NHS Long Term Plan regarding targeted support by primary care networks supports this.
Religion or Belief		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.
Sexual Orientation (Heterosexual, Homosexual and Bisexual)		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.

Equality Impact Risk 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* ?

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists
Pregnancy and Maternity		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.
Transgender		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.
Marital Status		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.
Age		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users.
Deprivation		✓		The implementation of this strategy is aimed at improving integrated care provision within primary and community services to better support individuals' needs, as well as improving access to general practice services. This will be applicable to all service users. In particular, the delivery of requirements outlined within the NHS Long Term Plan regarding targeted support by primary care networks to address inequalities supports this.

This Equality Impact Risk Analysis was completed by: Julie Wilson, Assistant Director Programme Delivery and Co-Commissioning

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:

Cut and paste this table if required.

Completion Notes:	
Analysis Ratings:	<p>After completing this document, rate the overall analysis as follows:</p> <p>Red: 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>Red Amber: 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>Amber: 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>Green: 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>
Equality Data:	<p>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 <i>Protected Characteristics</i> – referred to hereafter as ‘<i>Equality Groups</i>’.</p> <p>Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <ol style="list-style-type: none"> 1: Application success rates <i>Equality Groups</i> 2: Complaints by <i>Equality Groups</i> 3: Service usage and withdrawal of services by <i>Equality Groups</i> 4: Grievances or decisions upheld and dismissed by <i>Equality Groups</i>
Legal Status:	<p>This document is designed to assist organisations in “<i>Identifying and eliminating unlawful Discrimination, Harassment and Victimisation</i>” as required by <i>The Equality Act Public Sector Duty 2011</i>. An Equality Impact Analysis is not, in itself, legally binding and should not be used as a substitute for legal or other professional advice.</p>
Genuine Determining Reason	<p>Certain discrimination may be capable of being justified on the grounds that:</p> <ol style="list-style-type: none"> (i) <i>A genuine determining reason exists</i> (ii) <i>The action is proportionate to the legitimate aims of the organisation</i> <p>Where this is identified, it is recommended that professional and legal advice is sought prior to completing an Equality Impact Analysis.</p>