

## Equality and Diversity - Policy Screening Checklist

<b>Policy/Service Title:</b> Policy for non medical prescribing Independent & dependent (supplementary) prescribing	<b>Directorate:</b> Pharmacy
<b>Name of person/s auditing/developing/authoring a policy/service:</b> J Gripton, S Hesketh, H.Pickard & M.Pratt (Non medical steering committee)	
<b>Aims/Objectives of policy/:</b> The government is committed to providing quality patient-centred health care and promote changes in professional roles and boundaries to meet modern health care demands. This commitment includes supporting non-medical prescribing which enables health visitors, midwives, nurses, pharmacists, and specified allied health professionals to become prescribers. This policy provides the governance framework to ensure the development of these roles meets the needs of patient, the trust and associated professional bodies. .	

### Policy Content:

- For each of the following check the policy/service is sensitive to people of different age, ethnicity, gender, disability, religion or belief, and sexual orientation?
- The checklists below will help you to see any strengths and/or highlight improvements required to ensure that the policy/service is compliant with equality legislation.

### 1. Check for DIRECT discrimination against any group of SERVICE USERS:

Question: Does your policy/service contain any statements/functions which may exclude people from using the services who otherwise meet the criteria under the grounds of:	Response		Action required		Resource implication	
	Yes	No	Yes	No	Yes	No
1.1 Age?		X		X		
1.2 Gender (Male, Female and Transsexual)?		X		X		
1.3 Disability?	X	X		X		
1.4 Race or Ethnicity?	X	X		X		
1.5 Religious, Spiritual belief (including other belief)?		X		X		
1.6 Sexual Orientation?		X		X		
1.7 Human Rights: Freedom of Information/Data Protection	X	X		X		

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

### 2. Check for INDIRECT discrimination against any group of SERVICE USERS:

Question: Does your policy/service contain any statements/functions which may exclude employees from operating the under the grounds of:	Response		Action required		Resource implication	
	Yes	No	Yes	No	Yes	No
2.1 Age?		X		X		
2.2 Gender (Male, Female and Transsexual)?		X		X		
2.3 Disability?	X	X		X		

2.4	Race or Ethnicity?	X	X		X		
2.5	Religious, Spiritual belief (including other belief)?		X		X		
2.6	Sexual Orientation?		X		X		
2.7	Human Rights: Freedom of Information/Data Protection	X	X		X		

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

**TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING DIRECT DISCRIMINATION =**

**3. Check for DIRECT discrimination against any group relating to EMPLOYEES:**

Question: Does your policy/service contain any conditions or requirements which are applied equally to everyone, but disadvantage particular persons' because they cannot comply due to:	Response		Action required		Resource implication	
	Yes	No	Yes	No	Yes	No
3.1 Age?		X		X		
3.2 Gender (Male, Female and Transsexual)?		X		X		
3.3 Disability?				X		
3.4 Race or Ethnicity?				X		
3.5 Religious, Spiritual belief (including other belief)?		X		X		
3.6 Sexual Orientation?		X		X		
3.7 Human Rights: Freedom of Information/Data Protection				X		

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

**4. Check for INDIRECT discrimination against any group relating to EMPLOYEES:**

Question: Does your policy/service contain any statements which may exclude employees from operating the under the grounds of:	Response		Action required		Resource implication	
	Yes	No	Yes	No	Yes	No
4.1 Age?		X		X		
4.2 Gender (Male, Female and Transsexual)?		X		X		
4.3 Disability?				X		
4.4 Race or Ethnicity?				X		
4.5 Religious, Spiritual belief (including other belief)?		X		X		
4.6 Sexual Orientation?		X		X		
4.7 Human Rights: Freedom of Information/Data Protection				X		

If yes is answered to any of the above items the policy/service may be considered discriminatory and requires review and further work to ensure compliance with legislation.

**TOTAL NUMBER OF ITEMS ANSWERED 'YES' INDICATING INDIRECT DISCRIMINATION = none**

**Signatures of authors / auditors:**

**Date of signing:**

Action:	Lead:	Timescale:
<ul style="list-style-type: none"> <li>○ Staff to be aware of patient communication needs in relation to disability, race and ethnicity. These are linked to Human Rights.</li> </ul>	Tania Carruthers  (E & D provide & advertise training dates)	31.8.09
Training/Awareness Raising/Learning:  Disability and Human rights training is recommended for all Staff to increase their knowledge and understanding of individual patients who may not be able to communicate without appropriate support e.g. interpreting/sign language etc.	Tania Carruthers  (E & D provide & advertise training dates)	31.8.09
Review date of policy/service and EIA: this information will form part of the Governance Performance Reviews	Tania Carruthers	Jun 2011
If risk identified, add to risk register. Complete an Incident Form where appropriate	Nil identified	

## Equality Action Plan/Report

**Directorate:** Pharmacy

**Policy:**

Policy for non medical prescribing - Independent & dependent (supplementary) prescribing

**Responsible Manager:**

Martin Pratt – Deputy Director of Pharmacy (Clinical Service Development)

**Name of Person Developing the Action Plan:**

Martin Pratt – Deputy Director of Pharmacy (Clinical Service Development)

**Consultation Group(s):** Non medical prescribing steering committee / Drugs & Therapeutics Committee

**Review Date:** July 2011

The above service/policy has been reviewed and the following actions identified and prioritised.  
All identified actions must be completed by: \_\_\_\_\_

Action:	Lead:	Timescale:
Rewriting policies or procedures	<i>Non medical steering committee</i>	
Stopping or introducing a new policy or service	Reviewed policy	
Improve /increased consultation	N / A	
A different approach to how that service is managed or delivered	N / A	
Increase in partnership working	N / A	
Monitoring	N / A	
Training/Awareness Raising/Learning	N / A	
Positive action	N / A	
Reviewing supplier profiles/procurement arrangements	N / A	
A rethink as to how things are publicised	N / A	
Review date of policy/service and EIA: this information will form part of the Governance Performance Reviews	N / A	
If risk identified, add to risk register. Complete an Incident Form where appropriate.	N / A	

**When completed please return this action plan to the Trust Equality and Diversity Lead; Pamela Chandler or Jane Turvey. The plan will form part of the quarterly Governance Performance Reviews.**

Signed by Responsible Manager:

Date: