

Equality Impact Analysis:							
<b>Policy / Project / Function:</b>	Individual Funding Request policy						
<b>Date of Analysis:</b>	3 December 2014						
<b>This Equality Impact Analysis was completed by: (Name and Department)</b>	Karen Billany NHS Hull CCG						
<b>What are the aims and intended effects of this policy, project or function?</b>	<p>The aim of the policy is to identify the reasons for making an Individual Funding Request for a treatment which is restricted:</p> <ul style="list-style-type: none"> <li>• To explain the difficult choices faced by the CCG and how the CCG has decided to prioritise resources to ensure the best health outcomes for the community</li> <li>• To set the decision making process within an ethical context</li> <li>• To inform health professionals about the policy in operation; how to request restricted treatments; how to appeal against individual decisions to decline a request for a restricted treatment</li> <li>• To ensure decisions are made in a fair, open and consistent manner</li> <li>• To provide a firm background against which appeals can be considered</li> <li>• To demonstrate clear processes for decision making</li> <li>• To be able to defend legal challenges against decisions not to commission certain interventions or to limit the number/range of such services to be commissioned</li> </ul>						
<b>Please list any other policies that are related to or referred to as part of this analysis</b>	NICE Guidance National EIA						
<b>Who does the policy, project or function affect ?</b>	The below are all the identified stakeholders whom this policy affects						
Please Tick ✓	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Employees</td> <td style="width: 20%;"></td> <td style="width: 20%; text-align: center;"><input type="checkbox"/></td> </tr> <tr> <td>Service Users</td> <td style="text-align: center;">.....</td> <td style="text-align: center;"><input checked="" type="checkbox"/></td> </tr> </table>	Employees		<input type="checkbox"/>	Service Users	.....	<input checked="" type="checkbox"/>
Employees		<input type="checkbox"/>					
Service Users	.....	<input checked="" type="checkbox"/>					

	<p>Carers <input type="checkbox"/></p> <p>Members of the Public <input type="checkbox"/></p> <p>Other (List Below) : The impact of decisions arising from this policy will be on service users and carers</p>
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## Equality Impact Analysis:

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

Relevant data can be found in the attached Knowledge Management Toolkit

<b>General</b>	<p>The population of Hull CCG is 295,987. The impact of the policy could potentially affect the population if individuals require a procedure which is not routinely commissioned.</p>
<b>Age</b>	<p>Hull's population is relatively young compared to England as a whole, with a lower percentage of people aged over 50 years. The number of people in their early twenties is higher than the England average due to the presence of Hull University in the city. (JSNA 2012) All ages of the population may require a procedure which needs prior approval. For some procedures, it is possible there may be clinical evidence which indicates that the effectiveness of that procedure is not suitable for patients of a particular age/age range.</p> <p>Where age criteria is applied this is based on clinical grounds, either locally or nationally determined.</p> <p>Each individual policy will be screened and where age criteria exist, it will be ensured that these are based on objectively justified criteria.</p>
<b>Race</b>	<p>89.1 % of Hull residents are classed as White British, taken from 2009 data. (JSNA)</p> <p>Around 10% of the population are black and of other ethnic minority these include white Irish.</p> <p>A survey was undertaken in 2011/12 Health and Lifestyle survey and overall : 96.1% spoke English language 3.7 % other languages</p>
<b>Sex</b>	<p>From the GP population of Hull by Age Groups 2012, there were 146,617 males and 143,385 females</p>

<b>Gender reassignment</b>	0.15% of the Healthy Lifestyle Survey of sample size 13,0000 said they were transgender
<b>Disability</b>	<p>From the local Health and Lifestyle Survey 2011/12, 28.9% of adults in Hull have limiting long-term illness or disability.</p> <p>- 894 Patients are on the GP learning disability register</p> <p>From the local Young People Health and Lifestyle Survey 2008 - 09 (school years 7-11) just less than 10% stated that they had a limiting long-term illness or disability that limited their activities, with higher rates among females (9.6%) than males (8.8%).</p>
<b>Sexual Orientation</b>	<p>Between 5 – 7% of the Hull population are lesbian, gay or bisexual (Stonewall estimate)</p> <p>Healthy Lifestyle survey (2011/12) identified that 93.2% of Hull’s population were heterosexual, 0.87% bisexual, 0.5% lesbian, 0.9% gay men, and 2.9% none of the above.</p>
<b>Religion, faith and belief</b>	Healthy Lifestyle survey (2011/12) identified that 59% were described as Christian, 1.2% Muslim, 0.4% Buddhist, 0.14% Hindu, 0.11% Jewish. This was taken from Sample = 13,029
<b>Marriage and civil partnership</b>	Not relevant
<b>Pregnancy and maternity</b>	Pregnancy and maternity would not impact on any decisions other than where they need to be considered as part of a review of clinical evidence concerning the requested treatment or where there may be potential adverse effects eg certain drugs.

## Equality Impact Analysis:

<p><b>Is any Equality Data available relating to the use or implementation of this policy, project or function ?</b></p> <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> –</p>	<p>Yes <input type="checkbox"/></p> <p>No <input checked="" type="checkbox"/></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>
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<p>referred to hereafter as '<i>Equality Groups</i>'.</p> <p>Examples of <i>Equality Data</i> include: (this list is not definitive)</p> <p>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></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>The policy has undergone consultation with the</p> <ul style="list-style-type: none"> <li>• Individual Funding Request Panel of NHS Hull CCG</li> <li>• North Yorkshire and Humber Commissioning Support</li> </ul>
<p><b>Promoting Inclusivity</b></p> <p>How does the project, service or function contribute towards our aims of eliminating discrimination and promoting equality and diversity within our organisation</p>	<p>The ethos of the IFR process ensures that decisions are made based on clinical grounds and that people are not disadvantaged because of a protected characteristic, without an objectively justifiable reason.</p>

## Equality Impact 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* ?**

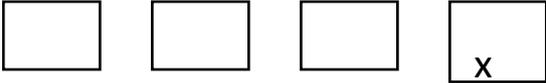
Protected Characteristic:	No Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification where a <i>Genuine Determining Reason</i> exists
<b>Gender</b> (Men and Women)	x			
<b>Race</b> (All Racial Groups)	x			
<b>Disability</b> (Mental and Physical)	x			
<b>Religion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

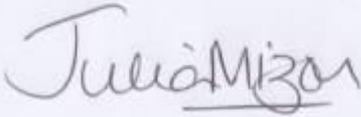
<b>Sexual Orientation</b> (Heterosexual, Homosexual and Bisexual)	X			
<b>Pregnancy and Maternity</b>	X			
<b>Transgender</b>	X			
<b>Marital Status</b>	X			
<b>Age</b>	X			

## 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:

Equality Impact Findings:	
<b>Analysis Rating:</b>	 <div style="display: flex; justify-content: space-around; width: 100%;"> <span>Red</span> <span>Red Amber</span> <span>Amber</span> <span>Green</span> </div>
<b>Red – Stop and remove the policy</b>	<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>
<b>Red Amber – Continue the policy</b>	<p><b>Red Amber:</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>. 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>
<b>Amber – Adjust the Policy</b>	<p><b>Amber:</b> 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>
<b>Green – No major change</b>	<p><b>Green:</b> 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>Other Comments:</b>	
<b>Confirmed by (Manager): (Name and Title)</b>	 Julia Mizon Director of Commissioning and Partnerships
<b>Date:</b>	03.12.2014