



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Reduction in funding to Care Home Pharmacy scheme

Details are set out:

ASCH Committee report "Update on progress with arrangements to integrate health and social care in Mid-Nottinghamshire"

Officers undertaking the assessment:

Wendy Lippmann, Transformation Manager

Assessment approved by:

Service Director, Sue Batty

Date:10.10.16

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

£23,000 p.a. funding provides two days per week of pharmacist expertise to support referrals for medicine management in care homes and to carry out audits in homes of medicine use. The Council proposes to save £5,000 p.a. in reduced funding to this scheme, which is not expected to damage the viability of this scheme.

The impact of reducing some funding to this scheme is that there will be less time available from the pharmacy specialists to support care homes with medicine management. However, the support will still be available. There may be a small impact on residents who would benefit from review of their home's medication management processes, as there may be a slightly longer wait due to reduced capacity.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

- | | | | |
|---------------------|-----------------------------------|--|--|
| Age | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Disability | <input type="checkbox"/> Positive | <input checked="" type="checkbox"/> Negative | <input type="checkbox"/> Neutral Impact |
| Gender reassignment | <input type="checkbox"/> Positive | <input type="checkbox"/> Negative | <input checked="" type="checkbox"/> Neutral Impact |

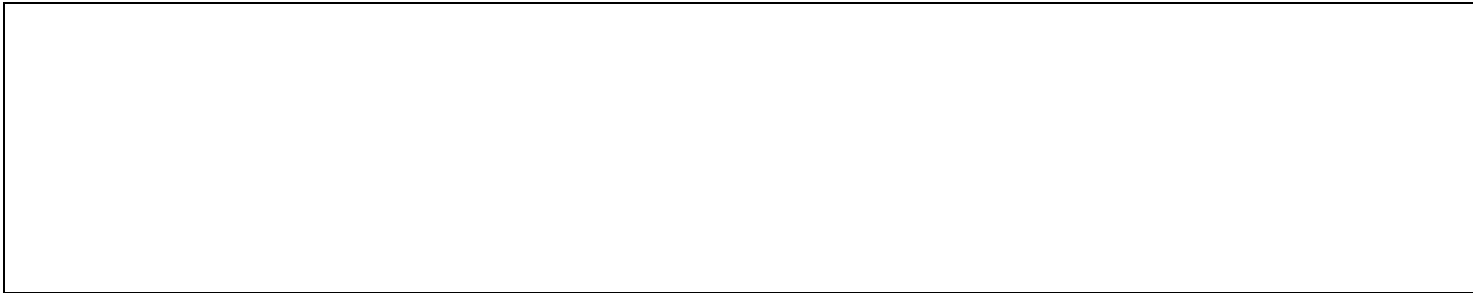
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>Although there are younger people who live in care homes as well as older people, the majority of people are older people.</p> <p>Residents generally have complex needs due to their health condition or physical and/or learning disability.</p> <p>The slight reduction of funding to the pharmacy scheme may affect the effectiveness and efficiency of pharmacy reviews and medicine management regimes within care homes.</p>	<p>The impact of the reduction in funding will be monitored and appropriate action taken to address any significant negative impact. It is not expected that there will be a significant negative impact as the reduction in funding is very small.</p>	<p>We will consult with the Clinical Commissioning Groups for Mansfield & Ashfield and Newark & Sherwood.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation



Completed EqIAs should be sent to equalities@nottscc.gov.uk and will be published on the Council's website.