

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Frances Tilley
<b>Directorate:</b>	Public Health Community and Wellbeing
<b>Date of Completion:</b>	30 <sup>th</sup> October 2017

### Name of Policy/Strategy/Service/Function Proposal

**Pharmaceutical Needs Assessment**

### The Aims, Objectives and Expected Outcomes:

From 1st April 2013, statutory responsibility for publishing and updating a statement of the need for pharmaceutical services passed to health and wellbeing boards (HWBs). Pharmaceutical Needs Assessments (PNAs) are used when considering applications for new pharmacies in an area and by commissioners to identify local health needs that could be addressed by pharmacy services. The IOW HWB has a duty to ensure the revised PNA is in place by May 2018. The coordination and production of the Isle of Wight PNA has been delegated to a steering group of partners. This collaborative approach aims to encourage the widest range of stakeholders and those with an interest in the PNA to participate in its development.

Please delete as appropriate:

- This is a proposal for a new, changed or removed policy/strategy/service/council function (check whether the original decision was equality impact assessed)

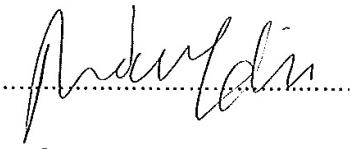
## Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	No
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	No
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	x			
Disability	x			
Gender Reassignment	x			
Marriage & Civil Partnership	x			
Pregnancy & Maternity	x			
Race	x			
Religion / Belief	x			
Sex (male / female)	x			
Sexual Orientation	x			

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
<i>If answered Yes, describe what these are and how they may be promoted or enhanced</i>	
<p>The PNA is aiming to help organisations, commissioners and community pharmacy to address 'needs' of population and groups in terms of achieving equitable outcomes in this area. It also links directly to the work on the JSNA and the Health and Wellbeing Board</p>	

Evidence Considered During Screening
<p>The statutory consultation pathway for the PNA is being adhered to and extended to ensure responses are received from a variety of audiences.</p>

Head of Service Sign off:	Rida Elkheir 
Advice sought from Legal Services (Name)	N/A
Date	30 <sup>th</sup> October 2017

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

## Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	Frances Tilley
<b>Directorate:</b>	Public Health Community and Wellbeing
<b>Date of Completion:</b>	15 <sup>th</sup> November 2017

### Name of Policy/Strategy/Service/Function Proposal

Pharmaceutical Needs Assessment

### The Aims, Objectives and Expected Outcomes:

From 1st April 2013, statutory responsibility for publishing and updating a statement of the need for pharmaceutical services passed to health and wellbeing boards (HWBs). Pharmaceutical Needs Assessments (PNAs) are used when considering applications for new pharmacies in an area and by commissioners to identify local health needs that could be addressed by pharmacy services. The IOW HWB has a duty to ensure the revised PNA is in place by May 2018. The coordination and production of the Isle of Wight PNA has been delegated to a steering group of partners. This collaborative approach aims to encourage the widest range of stakeholders and those with an interest in the PNA to participate in its development.

Please delete as appropriate:

- This is a proposed change/review to/removal of an existing policy/strategy/service/council function (*check whether the original decision was equality impact assessed*) An EIA was not submitted for the last PNA

## Scope of the Equality Impact Assessment

Data has been collected from the following sources:

- PNA steering group members, Local Pharmacy Committee (LPC), CCG,GP, Public Health Intelligence team, Isle of Wight council (IWC) Public Health team, IWALC (council associations), Healthwatch, Community Action Isle of Wight, NHS England
- Data from the Joint Strategic Needs Assessment (JSNA)  
<https://www.iwight.com/Council/OtherServices/Isle-of-Wight-Facts-and-Figures/Joint-Strategic-Needs-Assessment-JSNA>
- Results from community pharmacy provision questionnaire
- Details of planning developments from the IOW planning department
- Public survey results detailing public opinion on pharmacy provision on the Isle Of Wight
- Data provided by NHS England of current pharmaceutical provision
- Information from the consultation process will also be included when this is complete

The PNA is reviewed and updated every 3 years, this is a statutory requirement. If there is any significant change to pharmacy provision in those 3 years then a supplementary statement will be produced and consulted upon.

## Analysis and assessment

Necessary services, for the purposes of this PNA, are defined as:

- Those services provided by pharmacies and GP dispensing surgeries in line with their terms of service as set out in the National Health Service (Pharmaceutical and Local Pharmaceutical Services Regulations 2013 No.349, and
- Advanced services

The HWB consider 'necessary services' as those provided in the standard pharmacy open for 40 'core' hours. There are 31 such pharmacies and 1 dispensing GP covering 3 locations that should be regarded as necessary.

The HWB are mindful of the national picture as expressed in the '2008 White Paper Pharmacy in England: Building on strengths – delivering the future' which states that it is strength of the current system that community pharmacies are easily accessible. The HWB consider that the population of the Isle of Wight currently benefit from easily accessible pharmacy services.

In particular, the HWB considered the following:

- The map showing the 1.6km (1 mile) buffers around pharmacies indicate that the majority of Isle of Wight population is within 1.6km (1 mile) of a pharmacy
- The population density per square kilometre by Census 2011 Output Area and the relative location of pharmacy premises
- The Index of Multiple Deprivation and deprivation ranges compared to the relative location of pharmacy premises
- The walking times to pharmacies indicate 75% of Isle of Wight residents are within 20 minutes walking time of a pharmacy
- The results of the public survey show that from the respondents who walked to their pharmacy 77 (95%) took 15 minutes or less.
- The average drive times to pharmacies (private vehicle) indicate that all Isle of Wight residents are within 15 minutes average drive time of a pharmacy
- The results of the public survey show that from the respondents who drove their cars to the pharmacy 94% took 15 minutes or less.
- Using public transport, all pharmacies are within a short distance from a bus stop. And are on regular bus routes. (see appendix K bus routes)
- Suitable opening hours

The main points from the public survey were:

- 242 respondents from across the Isle of Wight
- Respondents were from across the age ranges, however, the majority were aged 35 and over (140 respondents were aged 55 and over)
- In general it was thought that pharmacies provided a helpful, friendly and prompt service
- Pharmacies were considered 'part of the community'
- Concerns over waiting times in busy pharmacies
- Concerns over lack of pharmacy provision in Brading
- No language barriers were highlighted
- 50 respondents were more likely to require a pharmacy service outside normal hours.
- There was a request for a paper version of the questionnaire to be available. This will be provided for the next PNA update.

Again information will be updated following the conclusion of the consultation process

It is considered that the PNA does not have the potential to cause unlawful discrimination; it does not exclude any groups or limit their participation.

With regard to negative impacts of the PNA – The draft PNA describes the provision of pharmacy services and their role in promoting health and wellbeing on the Isle of Wight. The primary purpose of a PNA is to assist NHS England in the decision process of pharmacy applications, which include applications to open a new pharmacy, to merge or to extend/reduce opening hours.

## Recommendations

The recommendation is that the draft PNA be approved by the Isle of Wight Health and Wellbeing board to be taken to consultation from 11<sup>th</sup> December to 8<sup>th</sup> February 2018.



**Action/Improvement Plan**

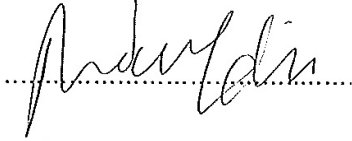
The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact  (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	No			
Disability	No			
Gender Reassignment	No			
Marriage & Civil Partnership	No			
Pregnancy & Maternity	No			
Race	No			
Religion / Belief	No			

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Sex (male or female)	No			
Sexual Orientation	No			
HR & workforce issues	No			
Human Rights implications if relevant	No			

Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff

**Summary****Date of Assessment:**15<sup>th</sup> November 2018**Signed off by Head of  
Service/Director**A handwritten signature in black ink, written over a horizontal dotted line. The signature is cursive and appears to read "Andrew Edin".**Review date**

3 years

**Date published**Draft for consultation 11<sup>th</sup> December 2017