

XXXton Primary Care Trust

Equality Impact Assessment Report

Activity	Breast Screening Strategy
Directorate	Public Health
Type	Proposed Policy
Activity Manager	manjit_mahil@blackradley.com
Approver	iaian_wilkinson@blackradley.com

Introduction

The report records the information that has been submitted for this equality impact assessment in the following format.

Overall purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Equality Strands

For each of the identified relevant equality strands there are three sections which will have been completed.

- Impact
- Consultation
- Additional work

These will sections will result in the following rankings:

Priority ranking

For relevant equality strands this provides a score between 1 (highest) to 5 (lowest) showing the level of priority, with reference to equalities, the activity has for the organisation.

Impact ranking

For relevant equality strands this provides a high, medium or low ranking showing the potential differential impact on individuals within each of the equality groups.

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a Proposed Policy.

2 Overall Purpose

2.1 Target outcome and relevant strategies

What is the target outcome of the policy?	Agreement between XXXton PCT and NHS Foundation Trust on the provision of a breast screening service for women
The Policy will significantly aid the achievement of the following organisational strategies.	
The Policy will significantly aid the achievement of the following Directorate strategies.	

2.2 Individuals affected by the policy

Will the policy have an impact on service users?	Yes
Will the policy have an impact on staff employed by the organisation?	Yes
Will the policy have an impact on staff of supplier organisations?	No
Will the policy have an impact on staff of partner organisations?	No
Will the policy have an impact on employees of businesses?	No

3 Relevant Equality Strands

The Policy has been identified as being relevant to the following equality strands:

- Gender
- Race
- Disability
- Sexual Orientation
- Age

Rankings

Priority – ranked from 1 lowest priority to 5 highest priority

Gender	Race	Disability	Sexual Orientation	Age
3	4	4	5	3

Impact – ranked high, medium or low

Gender	Race	Disability	Sexual Orientation	Age
High	High	High	Low	High

The following sections look at the results for each of these strands in more detail.

3.1 Gender

3.1.1 Gender - Differential Impact

Does the proposed Policy have the potential for a positive differential impact on men and women, because of their gender?	Significant impact
Comment This policy is aimed at a specific group of women to ensure that their screening needs are met and which is part of a national policy driver	
Does the proposed Policy have the potential for a negative differential impact on men and women, because of their gender?	Significant impact
Comment Answer: Significant Impact. This policy maps out how it will provide and engage with service users to provide breast screening so there is a potential for negative differential impact if the relevant measures are not in place to ensure that all women from this target group are receiving the necessary information and accessing the service	

3.1.2 Gender - Impact

How would you assess the potential impact of the Policy in meeting the particular needs of men and women?	5 - excellent
Do you have current evidence to support this assessment?	Yes
The evidence to support this assessment is	Breast Screening Policy is gender specific Census 2001, ONS Equality Data, XXXton Local Authority 2006-07

	Surveys, XXXton PCT, various Consultation, XXXton PCT, June 18th 2008
If there is evidence from more than one source does it present a consistent view of the potential impact of the Policy on meeting the particular needs of men and women?	Yes
Are there any potential issues about the way in which the Policy meets the particular needs of men and women?	No

3.1.3 Gender - Consultation

Have you obtained the views of men and women on the potential impact of the Policy?	Yes
If Yes how obtained views?	Patient Consultation, Civic Centre, XXXton, June 18th 2008 - 300 women in attendance
Have you obtained the views of relevant stakeholders on the potential impact of the Policy on men and women?	Yes
If no, how obtained views?	At Patient Consultation event, June 18th 2008. Barefoot Project, Women's Aid, Women's Coalition Network
Did any of the consultations identify any issues with the potential impact of the Policy on the particular needs of men and women	No

3.1.4 Gender - Additional Work

In the light of the information recorded above are there any areas where you feel that you need more information to obtain a comprehensive view of how the Policy impacts, or may impact, upon men and women	No
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy will have a role in preventing men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	No
<u>Comment</u> This policy is aimed specifically at women aged 50 to 70	

3.2 Race

3.2.1 Race - Differential Impact

Does the proposed Policy have the potential for a positive differential impact on individuals from different ethnic backgrounds, because of their ethnicity?	Significant impact
<u>Comment</u> The policy is targeting a specific group of women which will include individuals from different ethnic backgrounds so there is a potential of significant positive differential impact if the language and interpretation needs of those women and for who English is not their first language are addressed.	
Does the proposed Policy have the potential for a negative differential impact on individuals from different ethnic backgrounds, because of their ethnicity?	Significant impact
<u>Comment</u> This policy maps out how it will provide and engage with service users to provide breast screening so there is a potential for negative differential impact if language and interpretation needs are unavailable to women from different ethnic backgrounds and thus preventing them from accessing the service.	

3.2.2 Race - Impact

How would you assess the potential impact of the Policy in meeting the particular needs of individuals from different ethnic backgrounds?	1- Below Expectations
Do you have current evidence to support this assessment?	Yes
The evidence to support this assessment is	Equality Data, XXXton Local Authority 2006-07 Surveys, XXXton PCT, various Consultation, XXXton PCT, June 18th 2008
If there is evidence from more than one source does it present a consistent view of the potential impact of the Policy on meeting the particular needs of individuals from different ethnic backgrounds?	Yes
Are there any potential issues about the way in which the Policy meets the particular needs of individuals from different ethnic backgrounds?	Yes
<u>Comment</u> Please refer to action plan	

3.2.3 Race - Consultation

Have you obtained the views of individuals from different ethnic backgrounds on the potential impact of the Policy?	Yes
If Yes how obtained views?	Patient Consultation, Civic Centre, XXXton, June 18th 2008 - 300 women in attendance of which 74 were from an ethnic background
Have you obtained the views of relevant stakeholders on the potential impact of the Policy on men and women?	Yes
If Yes how obtained views?	At Patient Consultation event, June 18th 2008. Women's Coalition Network, XXXton Race Equality Council -

	women's outreach worker. Ashiana, Indian Women's Forum for 50+, Representatives from Methodist Church Group, Heath Town
Did any of the consultations identify any issues with the potential impact of the Policy on the particular needs of men and women?	Yes
<u>Comment</u> Please refer to action plan	

3.2.4 Race - Additional Work

In the light of the information recorded above are there any areas where you feel that you need more information to obtain a comprehensive view of how the Policy impacts, or may impact, upon individuals from different ethnic backgrounds?	Not sure
<u>Note</u> Check with John Barnes	
Is there any more work you feel is necessary to complete the assessment?	Not sure
<u>Note</u> Check with John Barnes	
Do you think that the Policy will have a role in preventing individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their race?	No
<u>Comment</u> The strategy aims to provide a service to a range of women which include those from ethnic minorities and therefore the policy has a role to ensure the needs of women from different ethnic backgrounds are addressed to ensure they receive a full service and are not treated in an unfair or inappropriate way, just because of their race.	
Do you think that the Policy could assist individuals from different ethnic backgrounds to get on better with each other?	No

3.3 Disability

3.3.1 Disability - Differential Impact

Does the proposed Policy have the potential for a positive differential impact on individuals with different kinds of disability, because of their disability?	Significant impact
<u>Comment</u> The policy is targeting a specific group of women which will include individuals with different disabilities so there is a potential of significant positive differential impact if the learning and physical disability needs of those women are addressed.	
Does the proposed Policy have the potential for a negative differential impact on individuals with different kinds of disability, because of their disability?	Significant impact
<u>Comment</u> Answer: Significant Impact. This policy maps out how it will provide and engage with service users to provide breast screening so there is a potential for negative differential impact if the needs of women with different kinds of disability, especially around access and those with learning difficulties are not addressed and thus preventing them from accessing the service	

3.3.2 Disability - Impact

How would you assess the potential impact of the Policy in meeting the particular needs of individuals with different kinds of disability?	1 – Below Expectations
Do you have current evidence to support this assessment?	Yes
The evidence to support this assessment is	Equality Data, XXXton Local Authority 2006-07 Surveys, XXXton PCT, various Consultation, XXXton PCT, June 18th 2008
If there is evidence from more than one source does it present a consistent view of the potential impact of the Policy on meeting the particular needs of individuals with different kinds of disability?	Yes
Are there any potential issues about the way in which the Policy meets the particular needs of individuals with different kinds of disability?	Yes
<u>Comment</u> Please refer to Action Plan	

3.3.3 Disability - Consultation

Have you obtained the views of individuals with different kinds of disability on the potential impact of the Policy?	Yes
If Yes, how views obtained?	Patient Consultation, Civic Centre, XXXton, June 18th 2008 - 300 women in attendance of which 41 registered with a disability
Have you obtained the views of relevant stakeholders on the potential impact of the Policy on individuals with different kinds of disability?	Yes
If yes how obtained views?	At Patient Consultation event, June 18th 2008. Women's Coalition Network,

	Barefoot Project, West Midlands Women's Disability Rights Group
Did any of the consultations identify any issues with the potential impact of the Policy on the particular needs of individuals with different kinds of disability?	Yes
<u>Comment</u> Please refer to action plan	

3.3.4 Disability - Additional Work

In the light of the information recorded above are there any areas where you feel that you need more information to obtain a comprehensive view of how the Policy impacts, or may impact, upon individuals with different kinds of disability?	No
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy will have a role in preventing individuals with different kinds of disability being treated differently, in an unfair or inappropriate way, just because of their gender?	Yes
<u>Comment</u> The strategy aims to provide a service to a range of women which include those with different disabilities and therefore the policy has a role to ensure the needs of women with different disabilities are addressed to ensure they receive a full service and are not treated in an unfair or inappropriate way, just because of their disability.	
Do you think that the Policy could assist individuals with different kinds of disability to get on better with each other?	No
Do you think that the policy will take account of disabilities even if it means treating individuals with different kinds of disability more favourably?	Yes
Do you think that the Policy could assist individuals with different kinds of disability to participate more?	No
Do you think that the Policy could assist in promoting positive attitudes to individuals with different kinds of disability?	No

3.4 Sexual Orientation

3.4.1 Sexual Orientation - Differential Impact

Does the proposed Policy have the potential for a positive differential impact on individuals of different sexual orientations because of their sexual orientation?	None at all
Does the proposed Policy have the potential for a negative differential impact on individuals from different sexual orientations, because of their sexual orientation?	None at all

3.4.2 Sexual Orientation - Impact

How would you assess the potential impact of the Policy in meeting the particular needs of individuals from different sexual orientations?	2 –At Expectations
Do you have current evidence to support this assessment?	No
If there is evidence from more than one source does it present a consistent view of the potential impact of the Policy on meeting the particular needs of individuals of different sexual orientations?	Not applicable
Are there any potential issues about the way in which the Policy meets the particular needs of individuals of different sexual orientations?	Yes
<u>Comment</u> Please refer to action plan	

3.4.3 Sexual Orientation - Consultation

Have you obtained the views of individuals of different sexual orientations on the potential impact of the Policy?	No
If no, why is this so?	No relevant individuals identified
Have you obtained the views of relevant stakeholders on the potential impact of the Policy on individuals of different sexual orientations?	No
If no, why is this so?	No relevant stakeholders identified
Did any of the consultations identify any issues with the potential impact of the Policy on the particular needs of individuals of different sexual orientations?	No

3.4.4 Sexual Orientation - Additional Work

In the light of the information recorded above are there any areas where you feel that you need more information to obtain a comprehensive view of how the Policy impacts, or may impact, upon individuals of different sexual orientations?	Yes
If Yes explain further information required	Further data is required. Research what other information/data is out there
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy will have a role in preventing individuals of different faiths being treated differently, in an unfair or inappropriate way, just because of their sexual orientations?	Yes

Comment

The strategy aims to provide a service to a range of women which may also include those from different sexual orientations and therefore the policy has a role to ensure the needs of women with different sexual orientations are addressed to ensure they receive a full service and are not treated in an unfair or inappropriate way, just because of their sexual orientation.

Do you think that the Policy could assist individuals from individuals of different sexual orientations to get on better with each other?

No

3.5

Age

3.5.1 Age - Differential Impact

Does the proposed Policy have the potential for a positive differential impact on individuals of different ages because of their age?	Significant Impact
<u>Comment</u> Answer: Significant Impact. The policy is designed to meet the particular needs of women aged 50 to 70 and so there is a potential of significant positive differential impact as it is providing an enhanced service for this age group	
Does the proposed Policy have the potential for a negative differential impact on individuals from different ages, because of their age?	Significant Impact
<u>Comment</u> This policy is targeted at a specific age group 50 to 70 to meet their specific health needs and so there is a potential for significant negative impact if this service provision was not made available or designed in a way that it was not meeting the particular needs of this age group	

3.5.2 Age - Impact

How would you assess the potential impact of the Policy in meeting the particular needs of individuals from different ages ?	5 - Excellent
Do you have current evidence to support this assessment ?	Yes
The evidence to support this assessment is	Breast Screening Policy is age specific Census 2001, ONS Equality Data, XXXton Local Authority 2006-07 Surveys, XXXton PCT, various Consultation, XXXton PCT, June 18th 2008
If there is evidence from more than one source does it present a consistent view of the potential impact of the Policy on meeting the particular needs of individuals of different ages?	Yes
Are there any potential issues about the way in which the Policy meets the particular needs of individuals of different ages?	No

3.5.3 Age - Consultation

Have you obtained the views of individuals of different ages on the potential impact of the Policy?	Yes
If yes how views obtained?	Patient Consultation, Civic Centre, XXXton, June 18th 2008 - 300 women in attendance aged between 50 and 70
Have you obtained the views of relevant stakeholders on the potential impact of the Policy on individuals of	Yes

different ages?	
If yes how views obtained?	At Patient Consultation event, June 18th 2008. Women's Coalition Network, Age Concern XXXton, Women reps from West Mids Older Person's Forum
Did any of the consultations identify any issues with the potential impact of the Policy on the particular needs of individuals of different ages?	Yes
<u>Comment</u> Please refer to action plan	

3.5.4 Age - Additional Work

In the light of the information recorded above are there any areas where you feel that you need more information to obtain a comprehensive view of how the Policy impacts, or may impact, upon individuals of different ages?	No
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy will have a role in preventing individuals of different faiths being treated differently, in an unfair or inappropriate way, just because of their ages?	No
Do you think that the Policy could assist individuals from individuals of different ages to get on better with each other?	No

4 Review Date

No review date has been decided on yet.

5 Action Plan

5.1 **Race**

Issue	Language needs to be addressed at invitation and attending stages
Action	Need to have language line in place for when service users are attending - (research into this and estimated cost) Awareness training for staff on this service Identify which language needs are required and have leaflets translated to send out with invite letter Work with local BME women's groups to promote service by word of mouth
Resources	Language Line provision Trainer Translation services funds for promotional material to advertise service
Timescales	20th November 2009
Lead Officer	Equalities Officer - Sarinda Smith

Issue	Many women from ethnic backgrounds not fully aware of why screening process is required and what it entails and so reluctant to attend
Action	Develop Education Programme with XXXton Race Equality Council's

	Outreach Officer on how to raise awareness of the need for BME women to attend screening Identify ways of promoting programme ie through talks, target specific events, need to obtain timetable of community events
Resources	Staff time NHS Health Worker Outreach worker from XXXton Race Equality Council
Timescales	March 30th 2010
Lead Officer	Equalities Officer - Sarinda Smith

5.2 Disability

Issue	Need to address access issues when women attending for screening
Action	Making reasonable adjustments for women with a disability i.e physical access to the mobile units
Resources	Staff time Disability Expert Building work Special screening chairs
Timescales	February 23rd 2009
Lead Officer	Access Officer - Tom Jones

Issue	Need to put in place provision for deaf women
Action	Prepare reading cards for deaf users Employ on a sessional basis a sign language interpreter Take advice from West Mids Women's Disability Rights Group
Resources	Staff time British Sign Language Institute - staff time Stationary to produce cards Budget for sessional worker
Timescales	February 23rd 2009
Lead Officer	Access Officer - Tom Jones

Issue	Need to have specific programme in place to ensure women with learning difficulties and mental health issues are also being targeted
Action	Work with West Mids Women's Disability Rights Group on Action Programme to ensure these group of women are not being excluded Need to look at communication methods for these targeted groups Work with existing community orgs in the third sector to access these women
Resources	Staff time Communications Officer A possible outreach worker - decision tbc by end of October 2008
Timescales	September 20th 2009
Lead Officer	Access Officer - Tom Jones

5.3 Sexual Orientation

Issue	There is no monitoring in place to identify what specific needs relate to lesbian women
Action	Request providers to monitor uptake and patient satisfaction by sexual orientation equality users. This will then pick up on the issues relating to the needs of Lesbian women
Resources	Staff time

Timescales	October 31st 2009
Lead Officer	Equalities Officer - Sarinda Smith

5.4 **Age**

Issue	Patient appointments not correlate with transport timetables so some women having to wait for hours to catch bus(es)
Action	Need to work closer with women who have identified this as an issue and start up a database to log when times are convenient as information source Look at providing pick up transport for those where it is very difficult to attend or causes them a lot of inconvenience - will need to co-ordinate for specific dates - set up a programme for this
Resources	Staff time Budget for hiring of mini bus and driver
Timescales	November 5th 2009
Lead Officer	Access Officer - Tom Jones