

**Hywel Dda University Health Board
Equality Impact Assessment (EqIA) for Solva Surgery**

Form 1: Overview

1.	What are you equality impact assessing?	This EqIA assesses the potential impact of changes to the way General Medical Services (GMS) will be delivered to the registered practice population of Solva Surgery from 1 st April 2023.
2.	Brief Aims and Description	In December 2022, the GP Principal at Solva Surgery resigned their GMS Contract with Hywel Dda University Health Board. The Health Board has a statutory duty to ensure the sustained delivery of primary medical services to this practice population of approximately 2,500 patients.
3.	Who is involved in undertaking this EqIA?	Head of GMS Sustainability, Primary Care team
4.	Is the Policy related to other policies/areas of work?	Yes – WG and Health Board process for managing GMS Contract terminations and the Joint Framework for Managing Continuous Engagement (with CHC).
5.	Who will be affected by the strategy / policy / plan / procedure / service? (Consider staff as well as the population that the project / change may affect to different degrees)	Patients registered with the Practice, local stakeholders including neighbouring GMS Practices, other Primary Care Contractors, staff at the Practice and potentially the wider healthcare system (includes Out of Hours and Withybush Hospital).

6.	What might help/hinder the success of the Policy?	<ul style="list-style-type: none">• Any lack of engagement by patients or stakeholders• Potential adverse media coverage and opposition from local population.• The three-month notice period for single-handed Contractors has necessitated timely public engagement to support decision-making on the future of services for the practice population. This notice period is extremely challenging.• The broader sustainability picture for GMS Practices within Pembrokeshire and the wider Health Board is concerning (Risk Register 1451).
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Form 2: Human Rights

Human Rights: The Human Rights Act contains 15 Articles (or rights), all of which NHS organisations have a duty to act compatibly with and to respect, protect and fulfil. The 6 rights that are particularly relevant to healthcare are listed below.

Depending on the Policy you are considering, you may find the examples below helpful in relation to the Articles.

Consider, is the Policy relevant to: ✓	Yes	No
Article 2 : The right to life Example: The protection and promotion of the safety and welfare of patients and staff; issues of patient restraint and control		X
Article 3 : The right not be tortured or treated in an inhuman or degrading way Example: Issues of dignity and privacy; the protection and promotion of the safety and welfare of patients and staff; the treatment of vulnerable groups or groups that may experience social exclusion, for example, gypsies and travellers; Issues of patient restraint and control		X
Article 5 : The right to liberty Example: Issues of patient choice, control, empowerment and independence; issues of patient restraint and control		X
Article 6 : The right to a fair trial Example: issues of patient choice, control, empowerment and independence		X

Article 8 : The right to respect for private and family life, home and correspondence; Issues of patient restraint and control Example: Issues of dignity and privacy; the protection and promotion of the safety and welfare of patients and staff; the treatment of vulnerable groups or groups that may experience social exclusion, for example, gypsies and travellers; the right of a patient or employee to enjoy their family and/or private life		X
Article 11 : The right to freedom of thought, conscience and religion Example: The protection and promotion of the safety and welfare of patients and staff; the treatment of vulnerable groups or groups that may experience social exclusion, for example, gypsies and travellers		X

How will the strategy, policy, plan, procedure and/or service impact on:-	Positive	Negative	No impact	Potential positive and / or negative impacts Please include unintended consequences, opportunities or gaps. This section should also include evidence to support your view e.g. staff or population data.	Opportunities for improvement / mitigation If not complete by the time the project / decision/ strategy / policy or plan goes live, these should also been included within the action plan.
Age Is it likely to affect older and younger people in different ways or affect one age group and not another?		X		Older people with more complex health needs tend to use primary care services more heavily than other younger sectors of the population. Any changes to the location of services necessitating travelling further than is already the case will impact this group.	Consideration could be given to how some patients could access services closer to their home address than is currently the case by allocating some patients to a neighbouring practice closer to them. The Solva Community Council proposal to develop a broader range of services could be an opportunity to work with the community on what services could look like, but consideration should be given to the resources necessary to do this and duplication with existing services.
Disability Those with a physical disability, learning disability, sensory loss or impairment, mental health conditions, long-term medical conditions such as diabetes		X		Patients in this group may struggle with changes in the location of services (if travelling further than they already do) or changes in model of care or the team delivering services. As a result of the short timescales involved, there wasn't the opportunity to provide 'easy-read' copies of patient letters or questionnaires nor was there the opportunity to have them translated into multiple languages. Had these been requested, every effort would be made to produce these.	Consideration could be given to how some patients could access services closer to their home address than is currently the case by allocating some patients to a neighbouring practice closer to them. To mitigate this, it was ensured that staff were available during the drop-in event to support patients with completing the questionnaire where necessary.

Solva Surgery GMS Contract termination, 2023

<p>Gender Reassignment Consider the potential impact on individuals who either: Have undergone, intend to undergo or are currently undergoing gender reassignment Do not intend to undergo medical treatment but wish to live in a different gender from their gender at birth.</p>	<p>X</p>			<p>Solva Surgery does not provide the Transgender Local Enhanced Service (LES) for their patients.</p>	<p>2 of the 4 neighbouring practices provide the full or part of the Transgender LES – Winch Lane & St Thomas’s. Any patients allocated to one of these practices would have the opportunity to benefit from this service in their practice.</p>
<p>Marriage and Civil Partnership This also covers those who are not married or in a civil partnership.</p>			<p>X</p>		

Form 3 Gathering of Evidence and Assessment of Potential Impact

How will the strategy, policy, plan, procedure and/or service impact on:-	Positive	Negative	No impact	Potential positive and / or negative impacts Please include unintended consequences, opportunities or gaps. This section should also include evidence to support your view e.g. staff or population data.	Opportunities for improvement / mitigation If not complete by the time the project / decision/ strategy / policy or plan goes live, these should also been included within the action plan.
Pregnancy and Maternity Maternity covers the period of 26 weeks after having a baby, whether or not they are on Maternity Leave.		X		In the event of a dispersal of the patient list, women who are pregnant may need to travel further for GP services and dispensing.	
Race/Ethnicity or Nationality People of a different race, nationality, colour, culture or ethnic origin including non-English / Welsh speakers, gypsies/travellers, asylum seekers and migrant workers.			X		
Religion or Belief (or non-belief) The term 'religion' includes a religious or philosophical belief.			X		
Sex Consider whether those affected are mostly male or female and where it applies to both equally does it affect one differently to the other?			X		
Sexual Orientation Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.			X		

How will the strategy, policy, plan, procedure and/or service impact on:-	Positive	Negative	No impact	Potential positive and / or negative impacts Please include unintended consequences, opportunities or gaps. This section should also include evidence to support your view e.g. staff or population data.	Opportunities for improvement / mitigation If not complete by the time the project / decision/ strategy / policy or plan goes live, these should also been included within the action plan.
<p>Socio-economic Deprivation Consider those on low income, economically inactive, unemployed or unable to work due to ill-health. Also consider people living in areas known to exhibit poor economic and/or health indicators and individuals who are unable to access services and facilities. Food / fuel poverty and personal or household debt should also be considered.</p>		X		<p>The Welsh Index for Multiple Deprivation for this area is classed as Medium. Cost of living increases will affect all socio-economic groups but disproportionately (food and fuel poverty).</p> <p>Any increase in travel above that which already exists may incur additional costs for patients, depending on the mode of transport and eligibility for free public transport or community transport.</p>	<p>Reducing travel for some patients who live closer to another practice than to GP and other services in Solva ('care closer to home').</p>
<p>Welsh Language Please note opportunities for persons to use the Welsh language and treating the Welsh language no less favourably than the English language.</p>			X	<p>18% of Pembrokeshire residents identify as Welsh speakers.</p>	

Form 4: Examine the Information Gathered So Far

1.	Do you have adequate information to make a fully informed decision on any potential impact?	Yes
2.	Should you proceed with the process whilst the EqlA is ongoing?	Yes
3.	Does the information collected relate to all protected characteristics?	Yes
4.	What additional information (if any) is required?	-
5.	How are you going to collect the additional information needed? State which representative bodies you will be liaising with in order to achieve this (if applicable).	-

Form 5: Assessment of Scale of Impact

This section requires you to assign a score to the evidence gathered and potential impact identified above. Once this score has been assigned the Decision column will assist in identifying the areas of highest risk, which will allow appropriate prioritisation of any mitigating action required.

Protected Characteristic	Evidence: Existing Information to suggest some groups affected. (See Scoring Chart A below)	Potential Impact: Nature, profile, scale, cost, numbers affected, significance. Insert one overall score (See Scoring Chart B below)	Decision: Multiply 'evidence' score by 'potential impact' score. (See Scoring Chart C below)
Age	2	-2	-4 (Medium)
Disability	2	-2	-4 (Medium)
Sex	1	0	0
Gender Reassignment	1	+2	2 (Positive)
Human Rights	1	0	0
Marriage and Civil Partnership	1	0	0
Pregnancy and Maternity	1	-2	-2 (Low)
Race/Ethnicity or Nationality	1	0	0
Religion or Belief	1	0	0
Sexual Orientation	1	0	0

Socio-economic Deprivation	2	-2	-4 (Medium)
Welsh Language	2	0	0

Scoring Chart A: Evidence Available	
3	Existing data/research
2	Anecdotal/awareness data only
1	No evidence or suggestion

Scoring Chart B: Potential Impact	
-3	High negative
-2	Medium negative
-1	Low negative
0	No impact
+1	Low positive
+2	Medium positive
+3	High positive

Scoring Chart C: Impact	
-6 to -9	High Impact (H)
-3 to -5	Medium Impact (M)
-1 to -2	Low Impact (L)
0	No Impact (N)
1 to 9	Positive Impact (P)

Form 6 Outcome

You are advised to use the template below to detail the outcome and any actions that are planned following the completion of EqIA. You should include any remedial changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or undertake further research.

Will the Policy be adopted?	The decision on the future of services for this registered population after 31 st March 2023 will be made at Board.
If No please give reasons and any alternative action(s) agreed.	This reflects the governance process for decision-making on this matter.
Have any changes been made to the policy/ plan / proposal / project as a result of conducting this EqIA?	No
What monitoring data will be collected around the impact of the plan / policy / procedure once adopted? How will this be collected?	This depends on the outcome at Board.
When will the monitoring data be analysed? Who will be responsible for the analysis and subsequent update of the impact assessment as appropriate?	Primary Care team

<p>Where positive impact has been identified for one or more groups please explain how this will be maximised?</p>	<p>Potential positive impacts on travel distances and times if this can be reduced for some groups (elderly, disabled), and for any transgender patients (no data available for this group) through allocation to another Practice.</p>
<p>Where the potential for negative impact on one of more group has been identified please explain what mitigating action has been planned to address this.</p> <p>If negative impact cannot be mitigated and it is proposed that HDUHB move forward with the plan / project / proposal regardless, please provide suitable justification.</p>	<p>Potential negative impacts on travel distances and times for some patients, depending on where they live. This forms part of the determination by Board.</p>

Form 7 Action Plan

Actions (required to address any potential negative impact identified or any gaps in data)	Assigned to	Target Review Date	Completion Date	Comments / Update

EqIA Completed by:	Name	
	Title	
	Team / Division	
	Contact details	
	Date	
EqIA Authorised by:	Name	
	Title	
	Team / Division	
	Contact details	
	Date	