

Initial Equality Impact Assessment

<p>Service(s) under review:</p> <ul style="list-style-type: none"> • In-vitro fertilisation (IVF) • Male and female sterilisation • NHS prescribing – including gluten-free food prescriptions, over the counter prescribing, soya-based formula milk and travel vaccinations • Cosmetic procedures • Weight loss surgery.
<p>Date of equality analysis:</p> <p>25/04/2017 DRAFT V08</p>
<p>Timescale for proposed changes: Subject to engagement outcomes and Barking and Dagenham Havering and Redbridge (BHR) CCGs' Governing body approval, it is anticipated any changes will come into effect in Summer 2017</p>
<p>Equality analysis lead, job title and contact details Project Lead – Gulsen Gungor, Senior Commissioning Manager, NEL CSU (on behalf of Barking and Dagenham, Havering and Redbridge CCGs), G.Gungor@nhs.net</p>
<p>A brief description of the current service:</p> <p>IVF, male and female sterilisation, cosmetic procedures, and weight loss surgery currently fall under the Procedures of Limited Clinical Effectiveness (POLCE) policy currently in place. At present, patients who meet the agreed criteria under the POLCE policy, can access that treatment. Patients who do not meet the criteria for the procedure but can evidence an exceptional case can apply for funding via the Individual Funding Request (IFR) route, though this is not guaranteed to be approved.</p> <p>A brief description of proposed service changes:</p> <p>BHR CCGs are proposing to no longer fund the services listed above, subject to the outcome of the eight week engagement period and decision making by the governing bodies.</p> <p>This is an initial, stage 1 analysis to be followed by a full EIA in June 2017.</p>
<p>Will the proposed changes affect service users, staff or both? If the answer is “yes” detail how the changes will affect them?</p> <p>Subject to decision making, this would I impact on people who want IVF, cosmetic surgery, sterilisation and bariatric surgery. The proposed changes will mean residents would not be able to have these treatments, or in the case of weight loss surgery, would have to meet certain criteria. This position would apply to all residents equally.</p>

1. What is/will be the impact of your service review or proposed change(s) (positive and/or negative) in relation to the following nine protected characteristics:

The following people are protected by the Equality Act 2010:	Impact	Details of any positive/negative impact
1) Age	Proposed service restriction/cessation would apply to all equally. This work-stream will not discriminate or impact on age	
2) Disability	Proposed service restriction/cessation would apply to all equally. This work-stream will not discriminate or impact on disability	
3) Ethnicity	Proposed service restriction/cessation would apply to all equally .This work-stream will not discriminate or impact on ethnicity	
4) Gender	Proposed service restriction/cessation would apply to all equally. This work-stream will not discriminate or impacted on gender	
5) Sexual orientation	Proposed service restriction/cessation would apply to all equally. This work-stream will not discriminate or impact on by sexual orientation	
6) Religion or belief	Proposed service restriction/cessation would apply to all equally. This work-stream will not discriminate or impacted on religion or belief	
7) Gender re-assignment	Proposed service restriction/cessation would apply to all equally. This work-stream will not discriminate or impact on gender re-assignment	
8) Pregnancy/maternity	Proposed service restriction/cessation would apply to all equally .This work-stream will not discriminate or impact on pregnancy/maternity	
9) Marriage/Civil partnership	Proposed service restriction/cessation would	

	apply to all equally This work-stream will not discriminate or impact on marriage/civil partnership	
2. Detail what the data and the results of consultations say about the impact of the proposed changes on any of the protected characteristics?		
To be updated as part of the full EIA assessment.		
3. What actions could be taken to minimise any negative impacts that have been identified?		
To be updated as part of the full EIA assessment.		

4. Could any of the identified negative impacts have a direct (discriminatory) effect?	N/A	N/A
5. If the answer is “Yes”, can this discrimination be justified/ explained? Please provide any evidence you have to support this.	N/A	N/A

Identify any action required/taken and timescales
The engagement outcomes and final governing body approval will determine the final changes in policy and restrictions in funding for these procedures. Throughout the engagement, feedback will be captured and final status will be mitigated post engagement.
Form completed by:
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