

EQUALITY IMPACT ASSESSMENT

Care Group / Corporate Services:

Trust wide

Name of Service/Title of Policy or Strategy, Name of Event:

Non medical Prescribing policy

Equality Impact Assessment Undertaken by:

Barbara Symonds

Service:

Policy:

Event:

Strategy:

Date undertaken:

09/02/2023

Questions

1. What are the main aims and purposes of the Policy / Service / Event or Strategy?

It will detail which Practitioners may supervise Non-Medical Prescribers (NMPs) and what criteria must exist before those Practitioners undertake supervision of NMPs.

This policy will outline governance arrangements to promote safe and effective practice and to provide assurance.

This policy will also detail actions that may be taken to suspend or terminate Trust authorisation for an NMP to prescribe

2. Who is involved in delivering the service, implementing the policy or strategy / organising the event? (i.e., partnerships, stakeholders or agencies)

This policy is applicable to all non-medical prescribing clinicians, Supervising Practitioners, Care Group Associate Nurse Directors, Head and Deputy Head of NMP, Care Group NMP Leads and Care Group Directors working across all Trust clinical services and locations.

3. What information / data or experience can you draw on to provide an indication of the potential inclusive / exclusive results of delivering this service or event / implementing the policy or strategy to different groups of people and the different needs of people with protected characteristics in relation to this policy / service / event or strategy?

British National Formulary

<http://www.bnf.org>

Nurse Prescribers' Formulary for Community Practitioners <http://www.bnf.org>

Nursing and Midwifery Council (2018) The Code – Professional Standards of Practice and Behaviour of Nurses, Midwives and Nursing Associates <http://www.nmc.org.uk>

Royal Pharmaceutical Society (2016) A Competency Framework for All Prescribers <http://www.rpharms.com>

Royal Pharmaceutical Society (2021) A Competency Framework for Designated Prescribing Practitioners <http://www.rpharms.com>

Monitoring of the adherence to policy including the annual declaration. processes in place to ensure staff gain authorisation prior to prescribing and monitoring of NMP supervision through the portal

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Staff will provide care and treatment within their sphere of competence. there are prescribers across the Trust providing care across the ages.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence
Marriage and civil partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe

Protected Characteristics	Positive Impact	Negative Impact	Reasons for Impact
			within their sphere of competence
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence
Disadvantaged groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	There will be no effect on this in relation to prescribing, the practitioner will prescribe within their sphere of competence

4. What positive impacts are there for this policy / service / event or strategy to better meet the needs of people with protected characteristics?

The Nmp policy supports safe practice by NMP's providing structure and governance around this aspect of clinical care. Staff

5. What action would be needed to ensure the policy / service / event or strategy overcomes:

- Discriminatory negative impacts
- Exclusion

Failure to meet the needs of people from across the protected characteristics and opportunities for promoting equality and inclusion are maximised.

There has been extensive consultation with the group of NMP's and other clinicians and managers to ensure that the policy meets the needs of the Trust and service provision

6. Recommended steps to avoid discrimination and ensure opportunities for promoting equality and inclusion are maximised. Include:

Options for action	Explanation if no further action is required	Lead responsible for overseeing actions	Timescales	Costs (where applicable)

7. Monitoring and reporting arrangements of EIA, for policies and strategies refer to section 7 of the Policy for the Development and Management of Procedural Documents.

For services / events please include the following:

- How the equality impact of the service will be monitored
- Frequency of monitoring
- How the monitoring results will be used and where they will be published;
- Who will be responsible for reviewing monitoring results and initiating further action where required
- Any changes that have been made to remove or reduce any negative impacts as a result of conducting the equality impact assessment?
none required
- Any action points should be included in Care Group / Corporate action plans, with monitoring and review processes.
none required

Is further work / consultation required? If yes, please explain how this is to be carried out and the time frame for completion.

Yes No

The Equality Impact Assessment will be reviewed in line with changes to services, client or staff groups, legislation or policy review.

Name:

Barbara Symonds

Designation:

Nurse consultant

Signature:

Date:

