

Equality Impact Assessment - Stage 1 – Initial Assessment

Manager's Name	Cath Tranter	Division	Patient Access
Function, Policy, Practices, Service	Patient initiated Follow up will assist with reducing footfall within the hospital and all the restrictions which are currently in place due to Covid. It will also assist with increasing capacity for those patients who need to be seen the most.	Purpose and outcomes – intended and differential	To empower patients to manage their own condition. To reduce visits to the hospital for appointments which aren't essential, saving on cost and time for the patient. Increasing capacity for patients who need to be seen.
Implementation Date	Approx. Jan 2021	Who does it affect?	Patients deemed as being suitable by the Clinician for the PIFU pathway in Shropshire, Telford & Wrekin and Powys
Consultation Process	EDI Community Advocates Group, Healthwatch and CHC	Communication and awareness	Patient Leaflets and contact guide cards will be provided to patients. Healthwatch ,CHC and EDI Community Advocates Group have all been informed.

Equality Target Group	Positive Impact	Negative Impact	Reason/Comment
Sex	No	Yes	Potentially there could be a negative impact on men as they have been reported as less likely to visit their GP and have fewer outpatient appointments than women. It is therefore possible that men will be less likely to initiate a follow up appointment. Recommendation – leaflets to be gender neutral. Information to be available online. Monitor demographics to ensure similar proportions of men and women are accessing follow ups.
Race	No	yes	Potentially there could be a negative impact on any individual for whom English is not their first language. There may be issues with understanding documentation explaining the process and how to initiate a follow up appointment. Recommendation –use of translators where appropriate
Disability	No	Yes	There could potentially be a negative impact on people with learning disabilities and dementia. The service is likely to have a neutral impact on other disabilities. Recommendation – The ability of an individual to initiate a follow up appointment will be a clinical decision when moving patients on to this pathway.

Sexual Orientation	No	Yes	<p>Potentially may have a negative impact on individuals who are concerned about experiencing stigma based on their sexual orientation.</p> <p>Recommendation – It has been suggested by an LGBT+ representative that we should put posters up where we can to make individuals feel more at ease and to provide recognition. Providing the patient with the opportunity to feedback on their 1st appointment experience. The first appointment will be a big factor on whether the individual feels happy to attend further appointments. It has also been suggested that training is provided to consultants to enable them to make patients feel more at ease.</p> <p>Having the same Consultant for each appointment also has a positive impact on the patient from the perspective of feeling at ease, less anxiety as the patient knows who they are meeting and a rapport has been built between the two individuals and also that the patient doesn't need to repeat information.</p>
Younger People (17-25) and children & Older People (50+)	Yes	No	A predicted reduction in routine follow ups is likely to benefit school aged individuals/carers or guardian, people of working age or older individuals due to a reduction in the number of hospital appointments, time associated with attending these appointments and also the costs associated with the visit eg travel/car parking
Faith groups (please specify)	No	No	Unlikely to impact people with different beliefs.
Carers	Yes	No	The PIFU pathway is likely to reduce outpatient attendances therefore having a positive impact on carers not needing to travel to hospital and taking time out of their lives to attend an outpatient appointment.
Other Group (please specify)			

Following completion of the Stage 1 assessment, is Stage 2 (Full Assessment) necessary? Yes No

Date Completed: 10/12/20

Manager completing the assessment:

[Signature]