

# INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

Name of policy / process / service / other	<b>Prescribing Valproate For Epilepsy to Girls and Women with Childbearing Potential</b>	Date applicable	31.7.2019
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Responsible Staff Members: Shelly Brett – Advanced Nurse Practitioner - Epilepsy  
Nita Sanghera – Principle Pharmacist and Medicine Safety Officer

EIA Assessor/s:  
Directorate:

## 1. FIELD / SUBJECT

Function     Policy     Procedure / practice     Service     Strategy     Document (if joint, state with whom)

Describe the main aim, objectives and intended outcomes of the above:

The policy is to provide information of the teratogenic risks associated with the use of valproate during pregnancy and to ensure that patients have an adequate understanding of the risk. The aim is also to detect previously unidentified cases prompting clinical review. Included are Trust guidelines for healthcare professionals and pharmacists for the actions necessary for safe prescribing and an action plan for a pregnancy prevention programme.

An initial screening should be undertaken first. This helps to identify whether there is a possibility that people might have different experiences of the function/policy / process/ strategy compared to others.

This initial EIA simply assesses whether different groups of people who use a service are affected by the intended function / policy/ practice / strategy more, less or in a different way than other groups of people. A differential impact occurs when a particular group has been affected differently by this in either a positive or negative/adverse way.

An assessment of whether there is a differential impact will be based on two factors – quantitative monitoring data and qualitative information, including the expert opinion from the EIA assessor who is normally the manager responsible for the delivery as well as someone with a different perspective. This would ideally be one or more service users or someone related to the service. There will be times when involving someone for their technical expertise or someone with specialist knowledge will be appropriate and EIA assessors should consider this. You must assess **each** of the 9 areas separately and consider how your document in section 1 may affect people's human rights.

## 2. ASSESSMENT OF POSSIBLE ADVERSE IMPACT AGAINST ANY MINORITY GROUP

	Could the policy / service / function / other in section 1 have a <b>significant negative impact</b> on equality in relation to each area below?	Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	<b>Age</b>		No	There are specific age guidelines within the policy
2	<b>Sex</b> (Male and Female)		No	Policy is specifically for the female gender only
3	<b>Disability</b> (Learning Difficulties / Physical or Sensory Disability)		No	People with disabilities are covered by the policy
4	<b>Race</b> or Ethnicity		No	The policy is inclusive
5	<b>Religion and Belief</b>		No	If the person has specific beliefs these are respected
6	<b>Sexual Orientation</b> (gay, lesbian or heterosexual)		No	Gender guidelines within the policy
7	<b>Pregnancy and Maternity</b>		No	The policy is specifically to improve the safety of pregnant women
8	<b>Gender Reassignment</b> (the process of transitioning from one gender to another)		No	This policy is specifically for people with female chromosomes (XX) who are physically capable of becoming pregnant.
9	<b>Marriage and Civil Partnership</b>		No	This is not relevant to this policy

### You need to ask yourself:

- Will the policy / practice / service create any **problems** or **barriers** to any community or group? **No**
- Will any group be **excluded** because of this? **No**
- Will there be a negative impact on **community relations**? **No**

If the answer to any of these questions is YES, you must complete a **FULL** Equality Impact Assessment. Contact the Corporate Governance Administrator and refer to the EIA Policy on the intranet.

**3. POSITIVE IMPACT**

Could the policy / practice / service / other have a <b>significant positive impact</b> on equality by reducing inequalities that already exist? Explain how will it meet our duty to:		Response		If <b>YES</b> , please state why and the evidence used in your assessment
		Yes	No	
1	Promote <b>equal opportunities</b>	Yes		Women with epilepsy will receive equal opportunity to have babies
2	Get rid of <b>discrimination</b>	Yes		This policy is inclusive of race and creed
3	Get rid of <b>harassment</b>	Yes		Unlikely to be harassment as a result of this policy.
4	Promote <b>good community relations</b>	Yes		Collaborative work with Kingston Hospital, GPs, Pharmacists and Maternity Services
5	Promote <b>positive attitudes</b> towards disabled people	Yes		Disabled people are included and there is a special clinic at The Wolverton Centre for disabled people to be referred to for contraception advice advised in the policy.
6	Encourage <b>participation</b> by disabled people	Yes		People with epilepsy are 'disabled' due to their condition and this policy is specifically to improve their healthcare
7	Consider <b>more favourable treatment</b> of disabled people	Yes		This policy promotes favourable treatment of disabled people
8	Promote and protect <b>human rights</b>	Yes		This policy supports promotes and protects human rights

**4. SUMMARY**

On the basis of the information/evidence/consideration so far, do you believe that the policy / practice / service / other will have a positive or negative impact on equality?

POSITIVE			NEGATIVE			
High			Nil			

Date Assessment completed: 31<sup>st</sup> July 2019

Is a full Equality Impact Assessment required? YES / NO

**COMPLETED BY**

Name	Shelly Brett		
Job Title	Advanced Nurse Practitioner - Epilepsy		
Date	31.7.19	Contact number/s	
Head of Service	Nita Sanghera		

**THIS EIA HAS BEEN APPROVED BY THE MANAGER / HEAD OF SERVICE**

Name	Nita Sanghera		
Job Title	Principle Pharmacist and Medicine Safety Officer		
Date	31.07.2019	Contact number/s	

Please send your completed EIA to the relevant committee / group for approval.  
Once approved, your EIA will be placed on the KHFT webpage for the public to view.