

INITIAL EQUALITY IMPACT ASSESSMENT (EIA) FORM

** PLEASE INSERT NAME OF PERSON COMPLETING THIS FORM AND THAT OF APPROVING MANAGER / HEAD OF SERVICE** ON PAGE 2

Name of policy / process / service / other	Connect Care for Children, Paediatric Hub	Date completed	20 / 04/ 2021
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Responsible Staff Member: Dr Ellie Danaher
 EIA Assessor/s: Theresa Weldring / Breezy Brown
 Directorate: Paediatrics

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:

Aims:

Introduce community-based Paediatric Hub across a total of 5 PCNs by May 2021. The hubs consists of a:

1. Joint GP and Paediatric Consultant Clinic. Patients are either seen virtually or within the GP practice-based clinic by a GP, a Kingston Hospital Paediatric Consultant and potentially a GP/ Paediatric/ Foundation year trainee. Virtual MDT, which is attended by GPs and a variety of other allied health professions (e.g. CAMHS, voluntary)
2. sector, schools, social care, dieticians, health visitors, community nurses, practice nurses etc.). These sessions support learning through case discussions; and provide effective case management, signposting and learning across the MDT

Objectives

improve connections between primary and secondary care; Provide outstanding care to the community .

Develop an Integrated system with Agile working.

Ensure patients' voice heard through feedback and concept of practice champions . Ensure patients are seen closer to home, by the right professional, in a timely manner

Intended Outcomes

Reduce unnecessary outpatient attendance Reduce attendance to A+E for minor illnesses. A fully integrated system

Positive outcomes and feedback from patients.

Positive feedback from GPs and allied healthcare workers.

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 significant negative impact on equality in relation to each area below?	Response		If YES , please state why and the evidence used in your assessment
		Yes	No	
1	Age		X	
2	Sex (Male and Female)		X	
3	Disability (Learning Difficulties / Physical or Sensory Disability)		X	
4	Race or Ethnicity		X	
5	Religion and Belief		X	
6	Sexual Orientation (gay, lesbian or heterosexual)		X	
7	Pregnancy and Maternity		X	
8	Gender Reassignment (the process of transitioning from one gender to another)		X	
9	Marriage and Civil Partnership		X	

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 significant positive impact on equality by reducing inequalities that already exist? Explain how will it meet our duty to:		Response		If YES, please state why and the evidence used in your assessment
		Yes	No	
1	Promote equal opportunities		x	
2	Get rid of discrimination		x	
3	Get rid of harassment		x	
4	Promote good community relations	x		Community based Joint Clinics and MDTs will help promote better relationships, collaboration and coordination of care across Primary Care. The shared learning through case studies and inclusion of trainees will support this and help improve staff experience.
5	Promote positive attitudes towards disabled people		x	
6	Encourage participation by disabled people	x		Specialist Patient care closer to home with the option of virtual consultations may help improve access and experience of care for disabled children. Shared learning via the MDTs may help provide a higher quality, person-centred care that will better meet their individual needs.
7	Consider more favourable treatment of disabled people		x	
8	Promote and protect human rights		x	

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	Medium	Low		Nil	Low	Medium	High

Date Assessment completed: 20 April 2021	Is a <u>full</u> Equality Impact Assessment required? NO
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COMPLETED BY	
Name	Dr Ellie Danaher/ Theresa Weldring
Job Title	Consultant, Paediatrics/ Programme Manager
Date	20/04/2021
Head of Service	Peter Stone
	Contact number/s Ext 6161

THIS EIA HAS BEEN APPROVED BY THE MANAGER / HEAD OF SERVICE	
Name	Peter Stone
Job Title	Service Manager
Date	20 / 04/ 2021
	Contact number/s Ext 6164