



Equality Screening, Disability Duties and Human Rights Assessment Template

Part 1 – Policy scoping

Part 2 – Screening questions

Part 3 – Screening decision

Part 4 – Monitoring

Part 5 – Disability Duties

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Part 7 – Approval and Authorisation

Guidance notes are available to assist with completing this template. For further help please contact the Equality and Human Rights Unit ext 20539.

Part 1. Policy scoping

1.1 Information about the policy / decision

1.1.1 What is the name of the policy / decision?

The Review of Pharmacy Regulation in Northern Ireland

1.1.2 Is this an existing, revised or a new policy / decision?

Revised Policy Decision

1.1.3 What is it trying to achieve? (intended aims/outcomes)

This policy seeks to remove real or any perceived lack of independence between the regulatory and professional leadership/ representation functions of the Pharmaceutical Society for Northern Ireland (the Society) by the separation of the regulatory and professional leadership functions. In addition, it will seek to modernise and strengthen the arrangements for the regulation of the pharmacy profession in Northern Ireland to protect, promote and maintain the health, safety and well-being of members of the public.

1.1.4 If there are any Section 75 categories which might be expected to benefit from the intended policy, please explain how.

No section 75 categories are expected to benefit in particular from the intended policy. Policy aim is to strengthen public and patient safety.

1.1.5 Who initiated or wrote the policy?

Ministerial policy decision

1.1.6 Who owns and who implements the policy?

DHSSPS

1.2 Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision? If yes, are they

Financial ☒

Legislative ☒

Other ☐

Please explain:

Financial viability of new working arrangements for pharmacy regulation be it either in NI or GB.

Potential legislative implications should pharmacy regulation either be situated in NI or GB.

1.3 Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

Staff ☒

Service users ☒

Other public sector organisations ☒

Voluntary/community/trade unions ☒

Other, please specify

Policy aim is to strengthen public and patient safety in relation to pharmaceutical regulation.

1.4 Other policies with a bearing on this policy / decision. If any:

Policy	Owner(s) of the policy
<p>The White paper - "<u>Trust Assurance and Safety – The Regulation of Health Professionals in the 21st Century</u>" 2007, called for the separation of professional leadership and regulatory functions within the healthcare professions.</p> <p>The Law Commission's – "<u>Report on the Regulation of Healthcare Professionals</u>" 2014</p> <p>At this stage the Society continues to fulfil the roles of regulator and leadership body for pharmacists in Northern Ireland.</p>	Minister

1.5 Available evidence

What evidence/information (both qualitative and quantitative*) have you gathered to inform this policy? Specify details for each of the Section 75 categories.

The Society collect some Section 75 data however the completion of an Equality Monitoring form is an optional element of the registration process.

- A Statistical Analysis of those registrants retaining their registration in 2014 based on data gathered via an Equality Monitoring audit. (overall response rate was 70.44%)
- A Statistical Analysis of new registrants based on data gathered via an Equality Monitoring audit 2014. (overall response rate was 93.14%)

See: - <http://www.psni.org.uk/registration/pharmacist-registration/registration-statistics/>

Section 75 category	Details of evidence/information	
Religious belief	Registrants retaining their registration in 2014	
		%
	Roman Catholic	63.52
	Presbyterian	18.91
	Church of Ireland	10.86
	Methodist	2.34
	Baptist	1.56
	Jehovah's Witness	0.08
	Christian other	2.34
	Buddhist	0.08
	Hindu	0.08
	Muslim	0.16
	Sikh	0.08
	See - http://www.psni.org.uk/wp-content/uploads/2012/12/Religious-Denomination-	

	<u>pharmacists-20141.pdf</u>																		
Political opinion	No data available																		
Racial group	<p>Registrants retaining their registration in 2014</p> <table> <tr> <th></th><th>No</th></tr> <tr> <td>Egyptian</td><td>1</td></tr> <tr> <td>White / Filipino</td><td>2</td></tr> <tr> <td>Afro-Caucasian</td><td>2</td></tr> <tr> <td>White / Chinese</td><td>1</td></tr> <tr> <td>Pakistani</td><td>1</td></tr> <tr> <td>Indian</td><td>4</td></tr> <tr> <td>Chinese</td><td>3</td></tr> <tr> <td>White</td><td>1396</td></tr> </table> <p>See - <u>http://www.psni.org.uk/wp-content/uploads/2012/12/Racial-Profile-pharmacists-20141.pdf</u></p>		No	Egyptian	1	White / Filipino	2	Afro-Caucasian	2	White / Chinese	1	Pakistani	1	Indian	4	Chinese	3	White	1396
	No																		
Egyptian	1																		
White / Filipino	2																		
Afro-Caucasian	2																		
White / Chinese	1																		
Pakistani	1																		
Indian	4																		
Chinese	3																		
White	1396																		
Age	<p>Registrants retaining their registration in 2014</p> <table> <tr> <th></th><th>%</th></tr> <tr> <td><25</td><td>5.94</td></tr> <tr> <td>26-35</td><td>47.45</td></tr> <tr> <td>36-45</td><td>25.77</td></tr> <tr> <td>46-55</td><td>15.28</td></tr> <tr> <td>56-65</td><td>4.94</td></tr> </table>		%	<25	5.94	26-35	47.45	36-45	25.77	46-55	15.28	56-65	4.94						
	%																		
<25	5.94																		
26-35	47.45																		
36-45	25.77																		
46-55	15.28																		
56-65	4.94																		

	66-70	0.15
	71+	0.46
	http://www.psni.org.uk/wp-content/uploads/2012/12/Age-Profile-Pharmacists-20141.pdf	
Marital status	Registrants retaining their registration in 2014	
		%
	Married	59.60
	Single	36.84
	Separated	1.64
	Divorced	1.14
	Widowed	0.43
	In a Civil Partnership	0.36
	See - http://www.psni.org.uk/wp-content/uploads/2012/12/Marital-Status-Pharmacists-20142.pdf	

Sexual orientation	Registrants retaining their registration in 2014	
		No
	Different sex	1384
	Same sex	9
	Same and opposite sex	1
	http://www.psni.org.uk/wp-content/uploads/2012/12/Sexual-Orientation-pharmacists-20141.pdf	
Gender (Men and women generally)	Registrants retaining their registration in 2014	
		%
	Female	72
	Male	28
	See - http://www.psni.org.uk/wp-content/uploads/2012/12/Gender-Profile-Pharmacists-20142.pdf	
Disability (with or without)	Registrants retaining their registration in 2014	
		%
	With a disability	5
	Without a disability	1404

	See - http://www.psni.org.uk/wp-content/uploads/2012/12/Disability-status-pharmacists-20142.pdf										
Dependants (with or without)	<p>Registrants retaining their registration in 2014</p> <table> <tr> <th></th><th>%</th></tr> <tr> <td>No dependants</td><td>47.96</td></tr> <tr> <td>Child / children</td><td>46.50</td></tr> <tr> <td>Person with a disability</td><td>2.92</td></tr> <tr> <td>Dependent older person</td><td>2.62</td></tr> </table> <p>See - http://www.psni.org.uk/wp-content/uploads/2012/12/Dependents-Pharmacists-20141.pdf</p>		%	No dependants	47.96	Child / children	46.50	Person with a disability	2.92	Dependent older person	2.62
	%										
No dependants	47.96										
Child / children	46.50										
Person with a disability	2.92										
Dependent older person	2.62										

* **Qualitative data** – refers to the experiences of individuals related in their own terms, and based on their own experiences and attitudes. Qualitative data is often used to complement quantitative data to determine why policies are successful or unsuccessful and the reasons for this.

Quantitative data - refers to numbers (that is, quantities), typically derived from either a population in general or samples of that population. This information is often analysed either using descriptive statistics (which summarise patterns), or inferential statistics (which are used to infer from a sample about the wider population).

1.6 Needs, experiences and priorities

Taking into account the information recorded in 1.1 to 1.5, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 category	Details of needs/experiences/priorities
Religious belief	No evidence of particular needs and priorities in relation to this policy have been identified.
Political opinion	No evidence of particular needs and priorities in relation to this policy have been identified.
Racial group	No evidence of particular needs and priorities in relation to this policy have been identified.
Age	No evidence of particular needs and priorities in relation to this policy have been identified.
Marital status	No evidence of particular needs and priorities in relation to this policy have been identified.
Sexual orientation	No evidence of particular needs and priorities in relation to this policy have been identified.
Gender (Men and women generally)	No evidence of particular needs and priorities in relation to this policy have been identified.
Disability (with or without)	No evidence of particular needs and priorities in relation to this policy have been identified.
Dependants (with or without)	No evidence of particular needs and priorities in relation to this policy have been identified.

Part 2. Screening questions

2.1 What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 equality categories? (minor/major/none)		
Section 75 category	Details of policy impact	Level of impact? minor/major/none
Religious belief	No impact identified	None
Political opinion	No impact identified	None
Racial group	No impact identified	None
Age	No impact identified	None
Marital status	No impact identified	None
Sexual orientation	No impact identified	None
Gender (Men and women generally)	No impact identified	None
Disability (with or without)	No impact identified	None
Dependants (with or without)	No impact identified	None

2.2 Are there opportunities to better promote equality of opportunity for people within the Section 75 equalities categories?		
Section 75 category	If Yes , provide details	If No , provide reasons
Religious belief		There is no evidence that equality of opportunity will be better promoted. Policy solely for the Regulation of Pharmacy.
Political opinion		As above
Racial group		As above
Age		As above
Marital status		As above
Sexual orientation		As above
Gender (Men and women generally)		As above
Disability (with or without)		As above
Dependants (with or without)		As above

2.3 To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? (minor/major/none)		
Good relations category	Details of policy impact	Level of impact minor/major/none
Religious belief		This policy is not going to have any impact on good relations between people across political, religious or racial groups
Political opinion		As above
Racial group		As above

2.4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes , provide details	If No , provide reasons
Religious belief		No, there are no opportunities
Political		As above

opinion		
Racial group		As above

2.5 Additional **considerations**

Multiple identity

Provide details of data on the impact of the policy on people with multiple identities (e.g. minority ethnic people with a disability, women with a disability, young protestant men, young lesbian, gay or bisexual persons). Specify relevant Section 75 categories concerned.

No evidence of particular needs and priorities in relation to this policy have been identified.

2.6 Was the original policy / decision changed in any way to address any adverse impacts identified either through the screening process or from consultation feedback. If so please provide details.

No

Part 3. Screening decision

3.1 How would you summarise the impact of the policy / decision?

No impact
Minor impact
Major impact

✓

Consider mitigation (3.4 – 3.5)

3.2 Do you consider that this policy / decision needs to be subjected to a full Equality Impact Assessment (EQIA)?

Yes - screened in
No - screened out

✓

3.3 Please explain your reason for making your decision at 3.2.

No evidence of any differential impacts in relation to this policy have been identified.

Mitigation

If you have concluded at 3.1 and 3.2 that the likely impact is '**minor**' and an equality impact assessment is not to be conducted, you must consider mitigation (or scope for further mitigation if some is already included as per 2.6) to lessen the severity of any equality impact, or the introduction of an alternative policy to better promote equality of opportunity or good relations.

3.4 Can the policy/decision be amended or changed or an alternative policy introduced to better promote equality of opportunity and/or good relations?

Yes

☐

No

☒

3.5 If you responded "**Yes**", please give the **reasons** to support your decision, together with the proposed changes/amendments or alternative policy.

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Part 4. Monitoring

Monitoring is an important part of policy development and implementation. Through monitoring it is possible to assess the impacts of the policy / decision both beneficial and adverse.

4.1 Please detail how you will monitor the effect of the policy / decision?

Dependent upon outcome of review of Pharmacy Regulation. This will be further examined at implementation phase.

4.2 What data will you collect in the future in order to monitor the effect of the policy / decision?

See above.

Please note: - For the purposes of the annual progress report to the Equality Commission you may later be asked about the monitoring you have done in relation to this policy and whether that has identified any Equality issues.

Part 5. Disability Duties

5.1 Does the policy/decision in any way promote positive attitudes towards disabled people and/or encourage their participation in public life?

The policy's outcome will neither promote positive or negative attitudes towards disabled people and/or encourage their participation in public life.

5.2 Is there an opportunity to better promote positive attitudes towards disabled people or encourage their participation in public life by making changes to the policy/decision or introducing additional measures?

No

Part 6. Human Rights

6.1 Please complete the table below to indicate whether the policy / decision affects anyone's Human Rights?

ARTICLE	POSITIVE IMPACT	NEGATIVE IMPACT = human right interfered with or restricted	NEUTRAL IMPACT
Article 2 – Right to life			✓
Article 3 – Right to freedom from torture, inhuman or degrading treatment or punishment			✓
Article 4 – Right to freedom from slavery, servitude & forced or compulsory labour			✓
Article 5 – Right to liberty & security of person			✓
Article 6 – Right to a fair & public trial within a reasonable time			✓
Article 7 – Right to freedom from retrospective criminal law & no punishment without law.			✓
Article 8 – Right to respect for private & family life, home and correspondence.			✓
Article 9 – Right to freedom of thought, conscience & religion			✓
Article 10 – Right to freedom of expression			✓
Article 11 – Right to freedom of assembly & association			✓
Article 12 – Right to marry & found a family			✓
Article 14 – Prohibition of discrimination in the enjoyment of the convention rights			✓

1 st protocol Article 1 – Right to a peaceful enjoyment of possessions & protection of property			✓
1 st protocol Article 2 – Right of access to education			✓

6.2 If you have identified a likely negative impact who is affected and how?

At this stage we would recommend that you consult with your line manager to determine whether to seek legal advice and to refer to Human Rights Guidance to consider:

- *whether there is a law which allows you to interfere with or restrict rights*
- *whether this interference or restriction is necessary and proportionate*
- *what action would be required to reduce the level of interference or restriction in order to comply with the Human Rights Act (1998).*

6.3 Outline any actions which could be taken to promote or raise awareness of human rights or to ensure compliance with the legislation in relation to the policy/decision.

Part 7 - Approval and authorisation

	Name	Grade	Date
Screened completed by	Ian McFaul	DP	24 November 2015
Approved by ¹	Pete Barbour	7	25 November 2015
Forwarded to E&HR Unit ²			

Notes:

¹ The Screening Template should be approved by a senior manager responsible for the policy this would normally be at least Grade 7.

² When the Equality and Human Rights Unit receive a copy of the final screening it will be placed on the Department's website and will be accessible to the public from that point on. In addition, consultees who elect to receive it, will be issued with a quarterly listing all screenings completed during each three month period.

ADDITIONAL INFORMATION TO INFORM THE ANNUAL PROGRESS REPORT TO THE EQUALITY COMMISSION

**(PLEASE NOTE : THIS IS NOT PART OF THE SCREENING TEMPLATE BUT MUST BE
COMPLETED AND RETURNED WITH THE SCREENING)**

1. Please provide details of any measures taken to enhance the level of engagement with individuals and representative groups. Please include any use of the Equality Commissions guidance on consulting with and involving children and young people.

Pre-consultation meetings have been held with all key stakeholders. Engagement will continue with all stakeholders throughout the consultation period.

2. In developing this policy / decision were any changes made as a result of equality issues raised during :

- (a) pre-consultation / engagement;
- (b) formal consultation;
- (c) the screening process; and/or
- (d) monitoring / research findings.

If so, please provide a brief summary including how the issue was identified, what changes were made, and what will be the expected outcomes / impacts for those effected.

No changes made as a result of equality issues.

3. Does this policy / decision include any measure(s) to improve access to services including the provision of information in accessible formats? If so please provide a short summary.

No

Thank you for your co-operation.
Equality and Human Rights Unit.