

## Full equalities impact assessment

Directorate: Standards and Engagement

Service: Clinical Audit and Effectiveness

Piece of work being assessed: Clinical Audit Patient Panel (CAPP)

Name of lead person: Beverly Ryton

Other partners/stakeholders involved: CAPP Members

Date of assessment: April 2008

<b>Single Equality Scheme strand</b>	<b>Baseline data and research –</b> What is available? What does it show? Are there any gaps? Use both quantitative and qualitative research and user data Include consultation with users if available	<b>Is there likely to be a differential impact?</b> If 'yes', is that impact direct or indirect discrimination?
<b>Gender</b>	Currently there are 6 active members of CAPP. 4 female: 2 male.  The population of Sheffield is 52% female, 48% male	Yes potentially. This could be direct or indirect in terms of the clinical audits that the CAPP may become involved with. We have a duty to ensure no groups is disproportionately disadvantaged but is actively considered during the planning stage to ensure any results will help to address pertinent issues and improve services
<b>Race</b>	Current statistics indicate that the PCT population is made up as follows:-84% White: 16% BME. All current members of CAPP are white middle class.	As above
<b>Disability</b>	Ideally we need to have 20% of our patient group who represent the views of the disabled population. Within CAPP currently there are two members who have disabilities which are associated with long term conditions / disease.	As above
<b>Sexual orientation</b>	As this has not been addressed in the past the sexual orientation of current members is unknown.	As above
<b>Age</b>	Currently, all members are 55 or above and mostly retired. Younger members should be able to add a different perspective to discussions and project uptake. The population of Sheffield that is over 55 is only 27% of the total	As above
<b>Religion/belief</b>	Currently, religion across Sheffield consists of 60% who are Christians. The largest religious group for BME in Sheffield is Muslim at 6%.	As above

## Equalities Impact Assessment Action Plan

Strand	Issue	Action required	How will you measure the impact/outcome?	Timescale	Lead
Gender	More females than males currently on the panel. The balance needs to be addressed	<ul style="list-style-type: none"> <li>Carefully consider applications of new members and attempt to increase male participation. Ideally the group should have a 50 / 50 split.</li> </ul>	The new application forms will enable the systematic yet targeted approval of future members in order to ensure a more diverse representation of the Sheffield population are available via the panel. Panel will be 50/50	December 2008	Bev
Race	There are currently no panel members representing BME	<ul style="list-style-type: none"> <li>Need to actively target and recruit volunteers from BME</li> </ul>	As above Panel will have 1 or 2 BME members	As above	As above
Disability	Current panel members do represent the disabled population (2 out of 6), however, this also needs to be considered for new applicants	<ul style="list-style-type: none"> <li>Need to ensure any applicants for future membership maintain the appropriate balance for the group</li> </ul>	As above	As above	As above
Sexual orientation	At present, I have no evidence to suggest that any members of the panel are other than heterosexual	<ul style="list-style-type: none"> <li>This will be addressed via the new application form which specifically asks for sexual orientation. Providing this information, however, is still for the individual to decide upon.</li> </ul>	As above Make up of current membership known. At least 1 panel member will be gay/lesbian/bisexual	As above	As above
Age	At present, all members of the panel are over 55	<ul style="list-style-type: none"> <li>Active recruitment and targeting of younger volunteers. Consider where and how younger people get to know about volunteering and actively target these areas.</li> </ul>	As above  Younger people will make up 30% of the panel in the first instance	As above	As above

Religion / belief	At present there is no evidence stating the religious beliefs of members	<ul style="list-style-type: none"> <li>This will be addressed via the new application form which specifically asks for religion. Providing this information, however, is still for the individual to decide upon.</li> </ul>	As above Data will be collected. Panel will have at 1 or 2 members who are Muslim or Hindu or other minority religion/belief	As above	As above
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‘A variety of culturally sensitive approaches will be used to recruit volunteers to encourage a wide range of people from different backgrounds.’

Policy for including volunteers in our work, July 2007, Sheffield PCT.