

## EQUALITY ANALYSIS FORM

<b>TITLE (service/ plan/ project/ policy/ decision):</b>	Penile Implants Policy
<b>AUTHOR / LEAD:</b>	Alison Hughes (EA: Balvinder Everitt & Michelle Dunne)
<b>DATE ANALYSIS UNDERTAKEN:</b>	29 <sup>th</sup> April 2015

STAGE 1: SCREENING FOR ADVERSE IMPACTS (X PLEASE CHECK):							
<b>Age</b>		<b>Religion or Belief</b>		<b>Marriage and Civil Partnership</b>		<b>Disability</b>	
<b>Sexual Orientation</b>		<b>Carers (inc. young carer's)</b>		<b>Sex (men &amp; women)</b>		<b>Gender Reassignment/ Transgender</b>	
<b>Race/ Ethnicity</b>		<b>Pregnancy, Maternity, Perinatal</b>		<b>Multiple Social Deprivation</b>		<b>Human Rights (FREDA) fairness, respect, equality, dignity &amp; autonomy</b>	
<p><b>Describe any potential or known adverse impacts or barriers for protected/ vulnerable groups:</b> (if there are no known adverse impacts, please state who has been involved in the screening and explain how you have reached this conclusion, then move to Stage 6 sign off)</p> <p>This is a harmonised policy across seven Clinical Commissioning Groups - Birmingham CrossCity; Birmingham South Central; Dudley, Sandwell and West Birmingham, Solihull, Walsall and Wolverhampton.</p> <p>This procedure involves inserting two inflatable rods into the penis, a pump into the scrotum and a reservoir of water into the abdomen to allow the patient to achieve erections for sexual intercourse.</p> <p>Penile implants are not routinely commissioned.</p>							

---

The policy for procedures of limited clinical value (which this procedure comes under) provides the following background:

“This policy is part of a harmonisation process for policies where patients across the region were being treated under different sets of policies. This policy aims to ensure consistency across the region.

Since CCGs operate within finite budgetary constraints the policies detailed in this document make explicit the need for the CCGs to prioritise resources and provide interventions with the greatest proven health gain.

The intention is to ensure equity and fairness in respect of access to NHS funding for interventions and to ensure that interventions are provided within the context of the needs of the overall population and the evidence of clinical and cost effectiveness.”

The policy clearly identifies that there may be ‘exceptional clinical circumstances’ in which to fund these interventions. This is not a blanket ban. Funding for interventions nor normally funded and for interventions where specified criteria are not met, consideration will be given by the CCG, following application to the Individual Funding Request (IFR) panel.

Guidance is provided on the definition of ‘Exceptional Clinical Circumstances’ which refers to a patient who has clinical circumstances which, taken as a whole, are outside the range of clinical circumstances presented by a patient within the normal population of patients, with the same medical conditions and at the same stage of progression as the patient.

There can be no exhaustive definition of the conditions which may potentially fall within the definition of an exceptional case. The word ‘exception’ means ‘a person, thing or case to which the general rule is not applicable’. The following criteria, however, are indicative of the presence or absence of exceptionality in the present context:

- To be an exception, there must be unusual or unique clinical factors about the patient that suggest that he or she is:
  - a. Significantly different from the wider group of patients with the same condition; or
  - b. Likely to gain significantly more benefit from the intervention than might be expected from the average patient with the same condition.
- The fact that a treatment is likely to be effective for a patient is not, in itself, a sufficient basis for establishing an exception.
- If a patient's clinical condition matches the ‘accepted indications’ for a treatment, but the treatment is not funded, then the patient’s circumstances are not, by definition, exceptional.

It is for the requesting clinician (or patient) to make the case for exceptional circumstances.

Social value judgements are rarely relevant to the consideration of exceptional status.

---

**The impact of this policy has been considered against all protected characteristics and**

**Human Rights values.**

**The policy provides a consistent clinically based criteria for decision making, benefitting patients within the seven CCG areas by providing consistency and equity of service provision. The overarching policy on 'procedures of a low clinical value' clearly provides an avenue through the 'Individual Funding Requests' policy to seek funding in exceptional clinical circumstances.**

**No potential or known adverse impacts or barriers for protected and/or vulnerable groups were identified.**

**STAGE 6: SIGN OFF (you should arrange for an appropriate Chief Officer/ Governing Body Member to sign off this EA before sending it to the Manager for Equality & Diversity)**

ROLE	NAME	SIGNATURE	DATE
Managers for Equality & Diversity	Balvinder Everitt/ Michelle Dunne		

**Please return your completed and signed EA to the Manager for Equality and Diversity, together with a copy of the document to which it refers.**

**Guidance:**

A summary guidance sheet can be found overleaf; for further advice or support please contact the Manager for Equality and Diversity on tel: 0121 255 0809 or email: [michelle.dunne1@nhs.net](mailto:michelle.dunne1@nhs.net)

### **STAGE 1: Screening**

This stage involves an initial analysis of any adverse impacts or potential adverse impacts for protected groups. The author should draw on their knowledge and experience of the service/ plan / policy/ project/ decision and the people that are affected. It is therefore beneficial to seek the views of a range of people at this early stage. E.g. you may wish to involve the E&D Manager or relevant working group. You should consider the following when undertaking screening:

- Is there a higher prevalence of any group(s) in relation to the prevalent conditions?
- Are there any concerns about the participation of any group(s) in the service or any aspect of the service?
- Are there any known barriers or potential barriers to access for any group?

You will need to record your explanation of any adverse impacts or no impacts. If adverse impacts or potential adverse impacts are identified you will need to complete the rest of the impact assessment. Defining the scope of your Equality Analysis (EA) will help to establish the specific aspects of the service/ plan / policy/ project/ decision that require further examination.



***seeing things through an equality lens***

### **STAGE 3: Critical Challenge**

This stage asks to you critically consider the service/ plan / policy/ project/ decision and how equality considerations are being taken into account. Some of the questions may not be applicable.

If the assessment relates to a commissioned service consider whether any improvements can be made through the design of the service or monitoring of the contract.

Record any explanations or evidence in relation to your response.

### **STAGE 5: Monitoring and Evaluation**

This stage asks you to consider how the changes that have been identified will be monitored in the contract /plan /policy. Specifically state what will be recorded in the contract/ plan /policy and whether there is any associated key performance indicator. How will you know the change or proposals are working?

### **STAGE 2: Data and Information**

This stage involves looking at the available data for the service/ plan / policy/ project/ decision and any of the equality groups that have been identified. It is known that equality data may be limited so it is acceptable to use proxy data. The following quantitative and qualitative data and feedback can be used:

- **Joint Strategic Needs Assessment**
- National data / trends
- Integrated Plan
- LCN Profile Data Sets
- Existing equality consultation feedback
- Service participation and outcomes data
- Patient feedback
- Complaints
- Public involvement feedback
- Demographic profile data
- Service reviews and QOF data

***Talk to clinical leads and experts  
Ensure any patient engagement  
activity includes the groups that  
have been adversely impacted***

New consultation is not always necessary, especially when there is existing feedback from target groups. Speak to the Public Involvement Team and the E&D manager about any existing consultation feedback. **Record the findings of your analysis of data, information, and feedback and what it has told you about the service and how it can be improved for the adversely impacted groups. Be succinct - use bullet points if you can. Attach any additional information to the EA or record in the Supplementary Notes section below.**

### **STAGE 4: Changes**

This stage asks you to record any changes you will make to the **service design /plan / policy/ project/ decision** to improve access for the adversely impacted group(s), and outcomes for patients and the patient experience. This may include enhancements to existing care pathways or protocols for how things are done. Any changes should be realistic and feasible.

**ANY CHANGES NEED TO BE REFLECTED IN THE DOCUMENTED SPECIFICATION / POLICY / PLAN**

### **STAGE 6: Sign-Off**

The completed Equality Analysis form should be sent to the Equality and Diversity manager for Sign-off, and then presented to the appropriate Chief Officer / Governing Body Member, and where relevant the Business Case Panel.

**EQUALITY ANALYSIS -  
SUPPLEMENTARY NOTES / RECORDS**