

Equality and Diversity Performance Review

1. Purpose of the review

It is a legal requirement to complete this work due to The Equality Act 2006 www.legislation.gov.uk which imposes specific duty on public bodies. It is important to review the services provided to ensure they are open to all. We are also required to publish equality objectives every four years.

2. What was reviewed

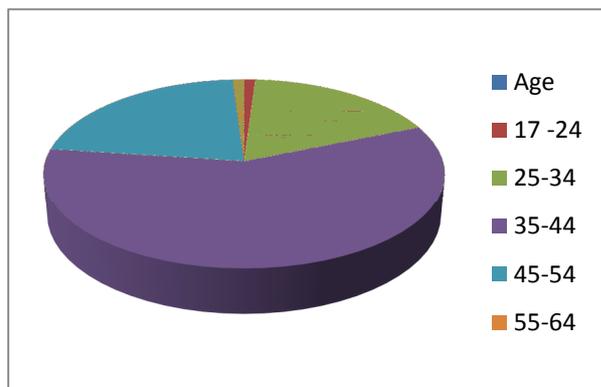
Both the ENT and Vasectomy service receive referrals from Brighton & Hove GPs via BICS referral management service. Referrals are then reviewed by a clinician to see if they are suitable for the community service. For any referrals refused the reason why is documented.

July – August 2013 quarter's data was analysed and the results are below.

3. Results

Vasectomy Patients

All Male



On undertaking the review it was seen that we were not collecting other ethnic and diversity data; additional categories to capture these details have been added into the patient feedback questionnaire from October.

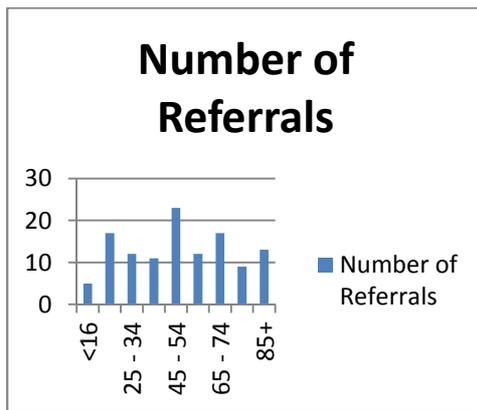
No referrals had been refused.

The males in the age range 35 -44 are the highest number of patients as men less than 30 years old are 12 times more likely to have it reversed.

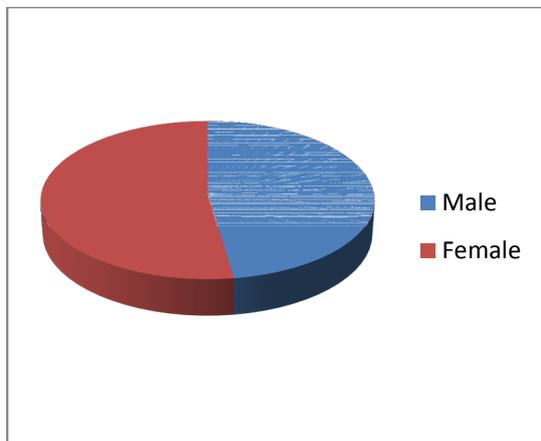
Ears, Nose and Throat

For ENT the data for referrals were reviewed against age range only and for appointments for both age and sex.

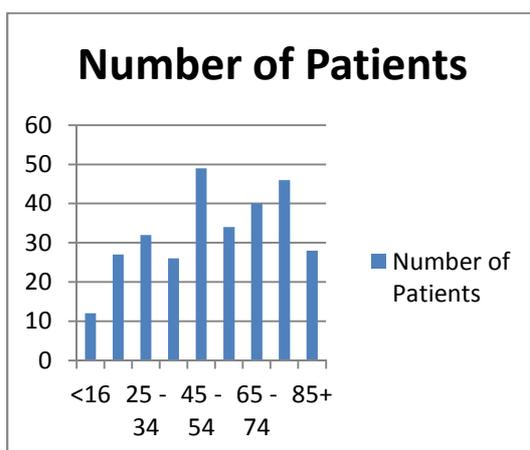
a) Number of referrals display by age of patient at time of referral



b) Data about appointments –sex



c) Data about age at date of appointment



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Referrals are clinical accessed to see whether they are appropriate for primary care treatment or whether they need to be referred to secondary care for treatment. In the period reviewed only 3 referrals were refused as they needed to be seen in secondary care.

It can be seen that for appointments there is nearly equal split of male to female appointments and it would be expected that this was represented at the referral stage.

Both for referrals and appointments there is a wide spread of ages. The under 16 are only seen in the community for tonsil issues anything else they are referred to secondary care for. This explains why there is a low number of under 16 year olds.

Compared against census data shows that we are not adrift for the B&H area but without the other data we have not been able to identify any issues relating to equality & diversity. When this review is repeated this data will be available to allow a more in depth analysis.

4. Equality Impact Assessment

The following policies were covered under the assessment:

- Record Keeping
- Chaperone Policy
- Complaints
- Safeguarding
- Employment Handbook
- Infection Control
- Health & Safety
- Information Governance
- Consent Policy

The policies were not found to have an adverse effect on our employees, service users and others from protected groups.

These are discussed at relevant Clinical Governance Meetings held regularly through the year.

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