

Diversity impact assessment

TITLE
Medway GP Access Task Group Review – Interim Report
DATE
December 2022
LEAD OFFICER.
Logan Manikam, Public Health Consultant
1 Summary description of the proposed change
What is the change to policy / service / new project that is being proposed? How does it compare with the current situation?
Implementation of 14 recommendations that it is anticipated will help to improve GP access and relieve pressure on GPs in Medway. The recommendations aim to complement existing work and strengthen integrated working between Primary Care teams, Council, and other public sector organisations. Currently, members of the public are finding it difficult to access their GPs. On the other hand, GPs are facing immeasurable pressure as a result of backlog from the Pandemic and reduction in the number of GPs nationally.
2 Summary of evidence used to support this assessment
Eg: Feedback from consultation, performance information, service user. Eg: Comparison of service user profile with Medway Community Profile
Evidence collected at evidence sessions attended by a range of Council services, public sector and voluntary sector organisations; Meetings held with Councillors, GPs, Director of Primary Care, Director of Public Health, Medway School of Pharmacy, Kent Local Pharmaceutical Committee, Community Pharmacist and Prescriber, PPG chairs, ICB, Public Health Marketing Manager, Whoo Cares, Healthwatch. Further evidence collected at GP surgery visits to Thames Ave Surgery, St Mary’s Island Surgery, Medway & Swale Healthcare Partnership (Amberley Green Site) & visit to Thorndike Surgery Public health data collected from GP patient survey findings, GP Patient Survey 2022
3 What is the likely impact of the proposed change?
Is it likely to: Adversely impact on one or more of the protected characteristic groups Advance equality of opportunity for one or more of the protected characteristic groups Foster good relations between people who share a protected characteristic and those who don’t (insert Yes when there is an impact or No when there isn’t)

Diversity impact assessment

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age	No		
Disability	No		
Gender reassignment	No		
Marriage/civil partnership	No		
Pregnancy/maternity	No		
Race	No		
Religion/belief	No		
Sex	No		
Sexual orientation	No		
Other (eg low income groups)	No		

4 Summary of the likely impacts

Who will be affected?

How will they be affected?

The recommendations of the Task Group report are wide ranging. It is anticipated these recommendations will have a positive impact on people accessing primary care services and those working in primary care settings most especially GPs, irrespective of whether they have any protected characteristics.

It is anticipated that patients will be empowered, educated and supported to benefit from the multidisciplinary team that make up the Primary Care Team. They will be encouraged to take up these services as that will speed up their access to primary care and in turn get them seen quickly therefore improving their experience and potentially improve their health outcomes. Patients' referral pathways might change as a result.

It is anticipated that pressures on GPs reduce which in turn will allow GPs to devote their resources to those patients and problems that general practice is uniquely positioned to help in.

Other members of the Primary Care Team will also be affected as their workforce structure and responsibilities will continue to evolve.

Diversity impact assessment

Implementation of the recommendations is more likely to have a positive impact on these groups.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

What alternative ways can the Council provide the service?

Are there alternative providers?

Can demand for services be managed differently?

No likely adverse impact have been identified at this stage. Any possible adverse impact will need to be monitored as each recommendation is implemented and by the owners of the recommendations as these recommendations are owned by either Medway Council (Public Health, Adult Education Team) or K&M ICB. Much work is already being undertaken both nationally and locally to address GP access challenges in Medway. This could continue without the Task Group report being agreed, but work would be less integrated and joined-up and outcomes not so far reaching.

6 Action plan

Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Consider impact of specific recommendations as they are implemented	Public Health	Ongoing
Update to Health and Adult Social Care Overview and Scrutiny Committee	Public Health/ Democratic Services	Approximately 12 months from Cabinet approval
Report to be presented to Health and Wellbeing Board	Public Health/ Democratic Services	Anticipated April 2023

7 Recommendation

The recommendation by the lead officer should be stated below. This may be: to proceed with the change, implementing the Action Plan if appropriate, consider alternatives, gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

There is no current evidence of adverse impacts requiring mitigation. It is therefore recommended to proceed with the proposed recommendations.

Diversity impact assessment

8 Authorisation
The authorising officer is consenting that the recommendation can be implemented, sufficient evidence has been obtained and appropriate mitigation is planned, the Action Plan will be incorporated into the relevant Service Plan and monitored
Assistant Director
Date of authorisation