

Equality Impact Assessment of the

Policy for the Sponsorship of Activities and Joint Working by the Pharmaceutical Industry (including rebate schemes)

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Status	
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Approver	
Date for approval/ Date approved	
Agreed circulation of this version	Eg – Project Team and Lay Reference Group only / Publicly available on website

Version	Date	Reviewer	Comment
0.1			

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ABOUT THIS EQUALITY IMPACT ASSESSMENT

Name of the policy or practice being assessed:

Policy for the Sponsorship of Activities and Joint Working by the Pharmaceutical Industry (including rebate schemes)

Is this a new or existing policy or practice?	New	N	Existing	Y
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State the context for this EIA (eg service redesign, service commissioning, a QIPP programme, policy or strategy development)	Updated policy
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On which protected characteristics has this Equality Impact Assessment been carried out?

Race	Y	Disability	Y	Sex	Y	Religion or Belief	Y	Marriage/ Civil Partnership	Y
Age	Y	Sexual Orientation	Y	Gender reassignment	Y	Pregnancy and Maternity	Y	Health impact	Y

Name of person carrying out this Equality Impact Assessment	Rachel Britton
Senior manager responsible for this policy or practice	Debbie Campbell
Signature	
Date	November 2013

Names and roles of other people involved in carrying out this Equality Impact Assessment (ie the steering group):

None

Step 1: Getting started

Brief description of the policy or practice

This policy provides a framework to assist the organisation and NHS staff in determining when commercial sponsorship or a joint working agreement is appropriate when working with pharmaceutical industry.

It sets out the principles and standards which should be applied when North Somerset CCG and its employees engage with the pharmaceutical industry. These principles and standards also apply to GP practices, clinical partners, students and trainees working within North Somerset CCG.

Who is responsible for implementing, monitoring and/or developing the policy or practice?

The policy was updated and added to by the Medicines Management team at the CCG in consultation with the officers and clinical leaders of the CCG. Once approved, the policy will form a reference point for CCG staff, leadership group and membership practices on the steps that should be taken when considering offers of sponsorship, joint working and rebate schemes that may be offered by representatives of the pharmaceutical industry.

Depending on the monetary value of the sponsorship or joint working agreement, authorisation is required at director level, following discussion with the Medicines Management team (MMT) or at the Medicines Management Advisory Group (MMAG).

It is anticipated that most direct contact with representatives of the Pharmaceutical Industry will be with members of the MMT. If other CCG employees are approached, the policy directs them to discuss the offer of sponsorship with a member of the MMT.

Step 2: Establishing relevance to the public sector equality duty

Does the policy or practice affect service users, employees or the wider community, and therefore potentially have a significant effect in terms of equality?

No

Is it a major policy or practice, significantly affecting how our organisation operates in terms of equality?

No

Will it have a significant effect on how other organisations operate in terms of equality (such as service providers or contractors)?

No

Does or could the policy affect different “protected groups” differently?

Protected groups are defined by the nine characteristics protected by the Equality Act 2010:

- Age
- Disability including physical and mental impairment
- Gender re-assignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including nationality and ethnicity
- Religion or belief
- Sex
- Sexual orientation

No

Does it relate to an area with known inequalities (for example, access to public transport for disabled people, racist/homophobic bullying)?

No

**Assessment stopped here, as no perceived relevance to the
public sector equality duty**