

Equality Assessment

Draft Professional standards of conduct, ethics and performance for pharmacists in Northern Ireland

Phase 1 – Pre-Consultation

If you require this document in an alternative format, please contact us at Pharmaceutical Society NI, 73 University Street, Belfast, BT7 1HL. Telephone number 02890326927 or by email at consultations@psni.org.uk and we will do our best to assist you.

Contents

Section	Item	Page
Section A	Details about the policy/decision to be screened	3
Section B	Available Evidence	5
Section C	Assessment	13
Section D	Record of Screening Decision	14

Section A: Details about the policy/decision to be screened.

Title of policy / decision to be screened.

Draft Pharmaceutical Society NI Code (Professional standards of conduct, ethics and performance for pharmacists in Northern Ireland)

Brief description of policy/decision to be screened:

(Record whether this is a new policy or revision of existing policy)

Draft replacement Pharmaceutical Society NI Code (Professional standards of conduct, ethics and performance for pharmacists in Northern Ireland).

Aims and objectives of the policy / decision to be screened.

The Code is used to guide and support pharmacists in their scope of practice, professional development and decision making. It underpins all other professional standards and guidance documents we issue. The Code also informs the public and patients on the professional conduct and behaviours they can expect from their pharmacist. It puts patients' interests first and reinforces the concept of patient-centred professionalism and care.

The Code sets the minimum standards all pharmacists must adhere to be registered with the Pharmaceutical Society NI and is regarded as governing the conduct of all pharmacists both within and outside the practice of pharmacy. Breaches of the Code could form the basis of a complaint of misconduct before the Fitness to Practise Committees of the Pharmaceutical Society NI. These Committees can determine to imposed appropriate sanctions or conditions on a pharmacist's practice including the removal of the registration of a pharmacist by the Fitness to Practise Committees.

Main Stakeholders Affected

X	Public / Patients
X	Pharmacists
X	Pharmacy Students, Foundation Training Year Trainees

Others – please specify.

N/A

Other policies with a bearing on this policy

N/A

Section B: Available Evidence

Data Sources (Please list)

Section 75 Category	Details of evidence/information																														
Age	<p data-bbox="448 472 1406 651">During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy on the Section 75 equality categories were discussed. No matters were raised in respect of age. Any potential equality impact will be explored again during the wider consultation.</p> <p data-bbox="448 689 1137 725">Registrant's Equality Survey 2022-2023 (n=659)</p> <table border="1" data-bbox="667 759 1110 1279"> <tbody> <tr> <td>under 25</td> <td>6.53%</td> </tr> <tr> <td>25 - 34</td> <td>35.05%</td> </tr> <tr> <td>35 - 44</td> <td>28.68 %</td> </tr> <tr> <td>45 - 54</td> <td>17.91%</td> </tr> <tr> <td>55 - 64</td> <td>10.02%</td> </tr> <tr> <td>65 - 74</td> <td>1.37%</td> </tr> <tr> <td>over 75</td> <td>0.15%</td> </tr> </tbody> </table> <p data-bbox="660 1346 1192 1382">Northern Ireland Population Statistics</p> <table border="1" data-bbox="663 1415 1120 2022"> <tbody> <tr> <td>0-4</td> <td>5.98%</td> </tr> <tr> <td>5-9</td> <td>6.54%</td> </tr> <tr> <td>10-14</td> <td>6.67%</td> </tr> <tr> <td>15-19</td> <td>5.95%</td> </tr> <tr> <td>20-24</td> <td>5.85%</td> </tr> <tr> <td>25-34</td> <td>12.72%</td> </tr> <tr> <td>35-44</td> <td>13.11%</td> </tr> <tr> <td>45-54</td> <td>13.27%</td> </tr> </tbody> </table>	under 25	6.53%	25 - 34	35.05%	35 - 44	28.68 %	45 - 54	17.91%	55 - 64	10.02%	65 - 74	1.37%	over 75	0.15%	0-4	5.98%	5-9	6.54%	10-14	6.67%	15-19	5.95%	20-24	5.85%	25-34	12.72%	35-44	13.11%	45-54	13.27%
under 25	6.53%																														
25 - 34	35.05%																														
35 - 44	28.68 %																														
45 - 54	17.91%																														
55 - 64	10.02%																														
65 - 74	1.37%																														
over 75	0.15%																														
0-4	5.98%																														
5-9	6.54%																														
10-14	6.67%																														
15-19	5.95%																														
20-24	5.85%																														
25-34	12.72%																														
35-44	13.11%																														
45-54	13.27%																														

	55-64	12.73%
	65-74	9.30%
	70-74	4.39%
	75 and over	7.86%

Dependents	<p>During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy on the Section 75 equality categories were discussed. No matters were raised in respect of having dependents. Any potential equality impact will be explored again during the wider consultation.</p> <p>Registrant's Equality Survey 2022-2023 (n=659)</p> <p>Personal Responsibility for the care of dependents</p> <table border="1" data-bbox="742 974 1189 1400"> <tr> <td>A child (or children)</td> <td>55.78%</td> </tr> <tr> <td>A person with a disability</td> <td>0.0%</td> </tr> <tr> <td>A dependent older person</td> <td>0.0%</td> </tr> <tr> <td>None of the above</td> <td>47.87%</td> </tr> </table> <p>Northern Ireland Population Statistics</p> <p>The May 2022 information release from the 2021 Census comments that the children's dependency ratio has fallen from 46 children per 100 people of working age (1926) to 30 children per 100 people of working age (2021).</p> <p>Conversely, the number of people aged 65 and over for every 100 people of working age has risen from 13 (1926) to 27 (2021).</p> <p>The Census 2021 recorded that one person in eight of the population (or 222,200 people) provided unpaid care to a relative or friend who had a health condition or illness.</p>	A child (or children)	55.78%	A person with a disability	0.0%	A dependent older person	0.0%	None of the above	47.87%
A child (or children)	55.78%								
A person with a disability	0.0%								
A dependent older person	0.0%								
None of the above	47.87%								

	Source: Northern Ireland Census data 2021.						
Disability	<p>During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy of the Section 75 Equality categories were discussed. One group representing people with disabilities raised an issue of a responsibility to provide reasonable adjustments. This has been included in the Code no other issues were raised. Any potential equality impact will be explored again during the wider consultation.</p> <p>For research in this area, see for example, 'Improving pharmacy services for disabled people, their families and carers' a Disability Partnership Pharmacy Project (2016).</p> <p>Northern Ireland Population Statistics</p> <p>Registrant's Equality Survey 2022-2023 (n=659)</p> <table border="1" data-bbox="742 902 1198 1025"> <tr> <td>Disability</td> <td>1.52%</td> </tr> <tr> <td>No Disability</td> <td>97.26%</td> </tr> <tr> <td>Prefer not to say</td> <td>1.22%</td> </tr> </table> <p>In Northern Ireland one person in four (24.3% or 463,000 people) had a limiting long-term health problem or disability, 40% of which were aged 65 or more (185,300 people).</p> <p>Source: NISRA Main statistics for Northern Ireland Statistical bulletin: Health, disability and unpaid care 2011 15 December 2022</p>	Disability	1.52%	No Disability	97.26%	Prefer not to say	1.22%
Disability	1.52%						
No Disability	97.26%						
Prefer not to say	1.22%						

Marital Status

During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy of the Section 75 equality categories were discussed. No matters were raised in respect of marital status. Any potential impact will be raised again during the wider consultation.

Registrant's Equality Survey 2021-2022 (n=849)

Single	34.39%
Married	60.78%
Civil Partnership	0.71%
Separated	1.3%
Divorced	2.47%
Widowed	0.35%

Northern Ireland Population Statistics 2011

Single	38.07%
Married	45.59%
Civil Partnership	0.18%
Separated	3.78%
Divorced	6.02%
Widowed	6.36%

Source: NISRA Table census-2021-ms-a33

Men and Women generally

Registrant's Equality Survey 2022-2023 (n=659)

Female	72.69%
Male	26.40%
Transgender	0.15%
Non binary	0.15%

Northern Ireland Population Statistics

Male	49.19%
Female	50.81%

Source: Northern Ireland Census 2021

No gender identity question was asked in Northern Ireland. In all censuses the usual question on sex was included, with binary response categories "Female" and "Male" only.

A NISRA 2021 report commented that less than 0.1% of respondents reported that they were transgender.

NISRA - Research on Measuring Gender Identity Feb. 2021

Political Opinion

During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy of the Section 75 equality categories were discussed. No matters were raised in respect of political opinion. Any potential equality impact will be explored again during the wider consultation.

No comparable data is available for Pharmacists in Northern Ireland.

Northern Ireland Statistics

The May 2022 Northern Ireland Assembly election had the following breakdown of first preference votes based on a turnout of 63%.

First preference vote share after 18 of 18 constituencies declared.

	<p>Party</p> <table border="1"> <tr><td>SF</td><td>29%</td></tr> <tr><td>DUP</td><td>21.3%</td></tr> <tr><td>AP</td><td>13.5%</td></tr> <tr><td>UUP</td><td>11.2%</td></tr> <tr><td>SDLP</td><td>9.1%</td></tr> <tr><td>OTHERS</td><td>15.8%</td></tr> </table> <p>Source: Northern Ireland Electoral Office.</p>	SF	29%	DUP	21.3%	AP	13.5%	UUP	11.2%	SDLP	9.1%	OTHERS	15.8%																																		
SF	29%																																														
DUP	21.3%																																														
AP	13.5%																																														
UUP	11.2%																																														
SDLP	9.1%																																														
OTHERS	15.8%																																														
<p>Race</p>	<p>During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy of the Section 75 equality categories were discussed. No matters were raised in respect of race. Any potential equality impact will be explored again during the wider consultation.</p> <p>Registrant's Equality Survey 2022-2023 (n=659)</p> <table border="1"> <tr><td>White</td><td>95.60%</td></tr> <tr><td>Irish Traveller</td><td>0.15%</td></tr> <tr><td>Pakistani</td><td>0.00%</td></tr> <tr><td>Black Caribbean</td><td>0.15%</td></tr> <tr><td>Black Other</td><td>0.15%</td></tr> <tr><td>Chinese</td><td>1.06%</td></tr> <tr><td>Indian</td><td>0.46%</td></tr> <tr><td>Bangladeshi</td><td>0.00%</td></tr> <tr><td>Black African</td><td>1.06%</td></tr> <tr><td>Other</td><td>0.76%</td></tr> </table> <p>Northern Ireland population statistics for ethnic group.</p> <table border="1"> <tr><td>White</td><td>96.55%</td></tr> <tr><td>Irish Traveller</td><td>0.14%</td></tr> <tr><td>Roma</td><td>0.08%</td></tr> <tr><td>Indian</td><td>0.52%</td></tr> <tr><td>Chinese</td><td>0.50%</td></tr> <tr><td>Filipino</td><td>0.23%</td></tr> <tr><td>Pakistani</td><td>0.08%</td></tr> <tr><td>Arab</td><td>0.10%</td></tr> <tr><td>Other Asian</td><td>0.28%</td></tr> <tr><td>Black Africa</td><td>0.42%</td></tr> <tr><td>Black other</td><td>0.16%</td></tr> <tr><td>Mixed</td><td>0.76%</td></tr> <tr><td>Other</td><td>0.19%</td></tr> </table>	White	95.60%	Irish Traveller	0.15%	Pakistani	0.00%	Black Caribbean	0.15%	Black Other	0.15%	Chinese	1.06%	Indian	0.46%	Bangladeshi	0.00%	Black African	1.06%	Other	0.76%	White	96.55%	Irish Traveller	0.14%	Roma	0.08%	Indian	0.52%	Chinese	0.50%	Filipino	0.23%	Pakistani	0.08%	Arab	0.10%	Other Asian	0.28%	Black Africa	0.42%	Black other	0.16%	Mixed	0.76%	Other	0.19%
White	95.60%																																														
Irish Traveller	0.15%																																														
Pakistani	0.00%																																														
Black Caribbean	0.15%																																														
Black Other	0.15%																																														
Chinese	1.06%																																														
Indian	0.46%																																														
Bangladeshi	0.00%																																														
Black African	1.06%																																														
Other	0.76%																																														
White	96.55%																																														
Irish Traveller	0.14%																																														
Roma	0.08%																																														
Indian	0.52%																																														
Chinese	0.50%																																														
Filipino	0.23%																																														
Pakistani	0.08%																																														
Arab	0.10%																																														
Other Asian	0.28%																																														
Black Africa	0.42%																																														
Black other	0.16%																																														
Mixed	0.76%																																														
Other	0.19%																																														

Source: Northern Ireland Census 2011. Census data from 2021 is not yet available.

Religious belief

During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy of the Section 75 equality categories were discussed. No matters were raised in respect of religious belief. Any potential equality impact will be explored again during the wider consultation.

Registrant's Equality Survey 2021-2022 (n=848)

Christian Protestant	32.67%
Christian Roman Catholic	52.71%
Christian Other	2.59%
Buddhist	0.12%
Hindu	0.24%
Jewish	0.12%
Muslim	0.12%
Sikh	0.00%
No religion	10.61%
Other	0.83%

Northern Ireland Census 2021 population statistics for religion

Roman Catholic	42.31%
Presbyterian	16.61%
C.o.I.	11.55%
Methodist	2.35%
Other Christian	6.85%
Other religions	1.34%
No religion	17.39%

Source: NISRA, Northern Ireland Census 2011.

Sexual Orientation

During a pre-consultation engagement exercise with stakeholders, the potential effects on the proposed policy of the Section 75 equality categories were discussed. No matters were raised in respect of sexual orientation. Any potential equality impact will be explored again during the wider consultation.

Registrant's Equality Survey 2022-2023 (n=659)

Straight or heterosexual	91.64%
Gay or lesbian	3.50%
Bisexual	1.52%
Prefer not to say	4.58%

Northern Ireland Census 2021 Statistics

Straight or heterosexual	90.04%
Gay or lesbian	1.17%
Bisexual	0.75%
Other sexual orientation	0.17%%
Prefer not to say	4.58%
Not stated	3.30%

Section C: Assessment

Question: Will the proposed policy or decision impose inappropriate barriers or otherwise disadvantage people with protected characteristics?

Section 75 Category	Analysis	Level of impact: Yes - Minor / Yes Major / No
Age	No needs, experiences and priorities have been identified.	No
Dependents	No needs, experiences and priorities have been identified.	No
Disability	Patients with disabilities may require additional support and time to assist them to access Pharmacy Services.	Yes Minor
Marital Status	No needs, experiences and priorities have been identified.	No
Men and Women generally	No needs, experiences and priorities have been identified.	No
Political Opinion	No needs, experiences and priorities have been identified.	No
Race	No needs, experiences and priorities have been identified.	No
Religious belief	No needs, experiences and priorities have been identified.	No
Sexual Orientation	No needs, experiences and priorities have been identified.	No

Section D Record of Screening Decision

Title of policy / decision to be screened.

Pharmaceutical Society NI Code (Professional standards of conduct, ethics and performance for pharmacists in Northern Ireland)

On the basis of the answers to the screening question, I recommend that this policy / decision is –

<input type="checkbox"/>	<u>Screened In</u> – Necessary to conduct a full Equality Assessment
--------------------------	---

<input type="checkbox"/>	<u>Screened Out</u> – No Equality Assessment necessary (no impacts) N/A
--------------------------	---

<input checked="" type="checkbox"/>	<u>Screened Out</u> – Mitigating Actions (minor impacts) Policy objective is to increase the overall safety of patients and the public by setting appropriate behavioural standards for Pharmacists. A requirement to make reasonable adjustment is included in the Code.
-------------------------------------	--

Screening assessment completed by:

Name: Simon McClenahan	Policy Writer
Job title: Policy, Standards and Engagement Officer	
Signature: S McClenahan	
Date: 5 September 2023	

Screening decision approved by:

Name: Michaela McAleer	Senior Manager
------------------------	----------------

Job title: Chief Executive

Signature: M McAleer

Date 08 September 2023