

Impact Assessment Tool

This Tool has been developed to ensure that equalities, human rights, economic and social factors are being considered ahead of the implementation of any new or revised policies, plans, projects, practices or strategies. Please note for the purpose of this document these will be grouped together and simply referred to as ‘**activity**’.

General Information			
Name of activity	Update of the Professional Registration Policy V5.0		
Lead person and job title	Mhairi Hastings, Interim Deputy Nurse Director		
Contact Information (<i>telephone and/or email</i>)	Mhairi.hastings2@nhs.scot	Date of this assessment	05.05.2022
Names and roles of those involved in the impact assessment process	Louise Cumbley, Director of Psychology Joan Pollard, AHP Director Graeme Bryson, Director of Pharmacy Laura Boyce, Head of Midwifery Alison Milne, Director of Dentistry Ken Donaldson, Medical Director		
Describe the activity in no more than 200 words	<p>It is the responsibility of all staff, employed in posts subject to registration with a professional body, to ensure that their registration is kept up to date at all times and to ensure that they comply fully with professional codes of practice. The relevant bodies will notify the NHS of any failure to register or de-registration. There is a contractual requirement that with specified posts, professional registration must be maintained at all times. Failure to maintain registration will breach the contract of employment and breaches the regulations under which registration may be granted.</p> <p>The purpose of the updated Professional Registration Policy will be to establish adequate and reliable procedures which will ensure that all professionals are appropriately qualified, registered and, most importantly, have not been removed or cautioned by their professional registration body for professional misconduct. This policy supports both organisation’s safeguarding policies and procedures.</p>		
How will people be affected by this activity?	There is no change in impact to people, professional registration remains to be a requirement healthcare professionals. The policy relates to a statutory requirement for all professionally qualified practitioners/staff to ensure that registration remains live.		
Who has been involved in the development of this activity and in what capacity?	The updated policy has been reviewed and agreed by the following groups and committees: ACF March 2022: Staff Side : H&SC Performance and Governance Committee March 2022		
Please include any evidence or relevant information that has influenced the overall decision being considered within this impact assessment	<ul style="list-style-type: none"> • Professional regulation guidelines from each of the professional bodies • EQIA of individual registration/ regulation bodies • Other NHS Scotland Health Board Professional Registration Policies <p>There are currently 8 regulatory bodies in health, with more than one million health professionals on their registers. Their main functions include:</p> <ul style="list-style-type: none"> • establishing standards of competence, ethics and conduct • establishing standards for training • keeping a register of those who meet the standards • dealing with registrants who fall short. <p>Professional registration does not guarantee that an individual is suitable for a particular role and a range of checks should be undertaken by employers. Registration with a regulatory or licensing body does, however, assume that appropriate documentary evidence has already been provided and validated in</p>		

order for them to register in the first place. The Standard states that where relevant to the position being recruited to, it should be made a contractual condition for the healthcare professional to maintain their registration with the relevant professional regulatory body throughout their employment. In the event that an individual's registration is suspended, the employer should treat this as an exclusion from the work for which the registration is required and manage it accordingly

The Nursing and Midwifery Council (NMC) produces an Annual Equality Report which shows progress against its strategic equality and diversity aims, and provides data about the diversity demographics of:

- it's people, including Council members, staff employed by the NMC, FtP (Fitness to Practice) panel members and legal assessors
- nurses and midwives on the register
- the diversity of nurses and midwives that go through fitness to practice processes.

The BMA carries out equality and inclusion monitoring. The BMA Equality Lens is a data resource that brings together figures on gender and ethnicity from across the doctor workforce in all UK countries, updated annually. Key trends identified include:

1. The proportion of licensed women doctors has risen further in the past year, especially in general practice and obstetrics and gynaecology where women were already well-represented. In areas like surgery, emergency medicine and anaesthesia there has been very little or no change.
2. The trend of growing numbers of BME doctors in the profession continues. However, inequalities in how they are treated within the profession and medical education and training persist
3. Medical academia is less diverse than other areas of the profession and there are significant differences between the make-up of the current medical student population and medical academics. (n.b. the BMA is not a regulatory body, but the equality data provided is still interesting and relevant)

Impact Assessment Questions

Please complete the table below and outline within the comments sections:

1. any evidence, relevant information or involvement that has influenced the decision on impact (this may also include demographic profiles, audits, research, health needs assessment, work based on national guidance, findings from engagement and consultation). Prompts are available on **page 4** to support discussion around potential impacts.
2. Mitigating measures that will be taken to ensure that no impact is negative

When assessing the impact on each protected characteristic, you should consider the following aims of the Public Sector Equality Duty:

- Does the proposed activity impact on the **elimination of discrimination**?
- Does the proposed activity contribute towards **advancing equality of opportunity** by removing or minimising disadvantages, meeting the needs of particular groups and encouraging participation in a particular activity?
- Does the proposed activity **foster good relations** between different groups?

Protected Characteristics/Impact Areas	What will the positive impacts be?	What will the negative impacts be?	What measures will be put into place to mitigate any negative impacts?
Age	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Disability	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Sex	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Gender reassignment and Transgender	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Marriage and Civil Partnership	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Pregnancy and Maternity	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Race	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Religion or belief	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Sexual orientation	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Carers	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Human Rights	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Health & Wellbeing & Health Inequalities	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Economic & Social Sustainability	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>
Staff	<i>No impact identified</i>	<i>No impact identified</i>	<i>N/A</i>

Where any potentially negative impacts are identified on page 2 of this document, **the mitigating/follow up actions must be fully documented.**

Does the activity have the possibility to support or detract from our efforts to promote the inclusion of people from under-represented groups?	Neither Supports or Detracts. Individuals who are subject to this policy have already undergone training and education to point of registration with a professional body. It is a legal requirement for healthcare professional staff to be registered	
Does this activity require consideration of the Fairer Scotland Duty ? If yes, please outline the steps taken to meet the needs of the duty.	No	
Please indicate how are you ensuring the information about the activity and around the proposed changes is accessible in terms of communication in the following formats:	Easy Read	N/A
	British Sign Language	N/A
	Alternative Languages	N/A
	Large Print	N/A
	Other (please specify)	N/A
How will you monitor the ongoing impact of the activity on protected characteristic groups?	N/A	
Please outline next steps	N/A	

When complete, the lead person should send a copy of the Impact Assessment Tool to the Equality and Diversity Lead by emailing it to – dg.odl@nhs.scot. The impact assessment will then be published on the NHS Dumfries and Galloway public website at www.nhsdq.co.uk

Please take 5 minutes to share your experience of completing this Impact Assessment by completing [this short survey](#)

Please note that this is a legal document stating that you have fully considered the impact on the protected characteristics and is open to scrutiny by service users/external partners/Equality and Human Rights Commission.