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| **INITIAL EQUALITY SCREENING FORM** | | | | | | |
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| DIVISION**:** | Advanced Manufacturing and Engineering (AME) | | | **TEAM:** | Life Sciences | |
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| **Name of Policy/Decision/Practice to be Equality Screened** | | | | | | |
| NHS Clinical Entrepreneurship Programme (CEP) 2023-2026 | | | | | | |
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| **Is it New or Revised?** | | New to NI (currently runs in mainland GB) | | | | |
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| **Who Does the Policy Effect, e.g Service Users/Staff:** | | | Employees of the NI NHS | | | |
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| **Question 1** – Define the aim of the Programme or . What is it trying to achieve? (Intended aims/outcomes) | | | | | | |
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| NHS Clinical Entrepreneur Programme (NHS CEP) is a one year programme (start date February each year) which aims to empower healthcare staff from doctors to administrators; pharmacists and nurses to develop and learn through mentoring, events, workshops and professional development.  The Angela Ruskin University delivers the CEP on behalf of NHS England  The main objectives of the programme are:   * Allow entrepreneurs and creative thinkers to pursue their innovation without having to leave the NHS; * Support the healthcare workforce to develop and scale innovative ideas for the benefits of patients, staff and the wider NHS; * Develop the skills, knowledge and experience needed to successfully develop and spread innovative solutions to the challenges facing the NHS; * Wider benefits including economic growth through inward investment in the health, social care and life science sectors.   Learning outcomes for participants   * Commercial awareness and ability to identify and define commercial opportunities and establishing relationships with interested parties; * Ability to identify opportunities in a clinical setting that can improve care and quality; * Ability to think critically, reactively and innovatively; * Cultivate an entrepreneurial mind and think like an entrepreneur; * How to work with others in a constantly changing environment to solve problems; * Recognising ideas that have patient impact; * Having patient impact at the heart of all idea creation; * Understanding of how innovation can influence work methods.   The Clinical Entrepreneurship Programme and the associated delivery partners are aware of their obligations relating to the principles of Equality, Diversity and Inclusion. | | | | | | |
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| **Question 2** – Does the Programme or have the potential to have an impact on the promotion of equality impact for any of the Section 75 groupings or on the promotion of any of the three Good Relations categories? (See Question 4 for list of equality groups.) | | | | | | **No** |
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| If no go to Question 7 – Consultation. | | | | If yes please continue. | | |
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| **Consideration of Available Date/Research** | | | | | | |
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| **Question 3** – What  is there available – statistics or perception – to help you decide who the Programme or might affect the most? i.e. What evidence, qualitative or quantitative, have you gathered to inform your decision making process? | | | | | | |
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| **Assessment of Impact** | | | | |
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| **Question 4** – Explain if what you plan to do is likely to be perceived as having a high, medium or low impact upon the 9 Equality groupings according to their needs. Also if what you are planning to do is likely to be perceived as having a positive or negative effect upon the 3 different groups in relation to the promotion of good relations. | | | | |
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| **9 Equality Groups** | **Perceived Impact**  **High – (H)**  **Medium - (M)**  **Low – (L)** | **Why this rating?** | **Promotion of Good Relations**  **(Yes/No)** | **Why this rating?** |
| Religious Belief |  |  | No |  |
| Racial/Ethnic Group |  |  | No |  |
| Political Opinion |  |  | No |  |
| Age |  |  | - |  |
| Gender |  |  | - |  |
| Marital Status |  |  | - |  |
| Sexual Orientation |  |  | - |  |
| Disability |  |  | - |  |
| Dependants |  |  | - |  |
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| **Opportunities to better promote Equality of Opportunity** | | | | |
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| **Question 5** – Are there steps which could be taken to reduce any adverse impact upon the Section 75 groups as identified in Question 4? | | | | |
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| **Good Relations** | | | | |
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| **Question 6** – Is there an opportunity in what you are trying to do to better promote Good Relations between the 3 groupings as identified in Question 4? | | | | |
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| No | | | | |

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| **Consultation** | | | | | | | |
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| **Question 7** – Tell us about who have talked to about your proposals internally or externally to help you decide if the needs further or no further equality investigation. | | | | | | | |
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| Invest NI Equality Manager | | | | | | | |
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| **Question 8** – In light of the above should the be | | | | | | | |
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|  | | Screened Out – No Equality Issues – Please provide rationale for this decision. | | | | | |
| The NHS Clinical Entrepreneur Programme and [Anglia Ruskin University](http://www.aru.ac.uk/) have ensured that this programme is being rolled out with due regard to equality groups. They have committed to identifying and providing access to role models, mentors and coaching from different demographic and professional backgrounds and have facilitated tailored development in line with different protected groups.  In addition, work has taken place with Clinical Entrepreneurs and stakeholders to widen participation on the programme and remove barriers to progression (e.g. additional support is provided to underrepresented groups.)  They have also facilitated increased awareness of one’s self and others via activities such as Belbin profiles and equality, diversity and inclusion training.  Invest NI is therefore content that the programme does not present any equality issues or impact and that the programme is being delivered with due regard to any issues that may arise in future. | | | | | | | |
|  | | Screened Out with some adjustments. – What adjustments have you made? | | | | | |
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|  | | Screened In for a deeper level of analysis of what is being considered or intended to be undertaken. (EQIA) – Please provide rationale for this decision. | | | | | |
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| Signed: | | | Cheryl Wallace | | | Date: | 7/9/22 |
|  | | | Policy /Programme Owner | |  | |  |
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| Approved | | | Pamela Marron | | | Date: | 30/08/22 |
|  | | | Equality Manager | |  | |  |
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| Modifications made. | | | | | | Date: |  |
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|  | | | | | | | |
| Date: |  | | |
| Approved by Equality Manager | | | | |  | |  |