

EQUALITY ANALYSIS INITIAL ASSESSMENT

Title of the change proposal or policy:

Managing Conflicts of Interest Policy

Brief description of the proposal:

The policy has been revised to ensure compliance with the guidance issued from NHS England in March 2013, providing detailed information on the following main areas:

- Standards of business conduct
- Procurement of services and decision making
- Code of conduct
- Publication of contracts
- Managing Conflicts of Interest

Name(s) and role(s) of staff completing this assessment:

Sandra Allingham, Business Manager

Date of assessment: 2014

Please answer the following questions in relation to the proposed change:

Will it affect employees, customers, and/or the public? Please state which.

Yes, the policy will apply to all members of staff and GPs involved in the commissioning and decision making process.

Is it a major change affecting how a service or policy is delivered or accessed?

No – the revised policy provides more detailed information on the definition, management and resolution of conflicts, or potential conflicts.

Will it have an effect on how other organisations operate in terms of equality?

No

If you conclude that there will not be a detrimental impact on any equality group, caused by the proposed change, please state how you have reached that conclusion:

The policy has been reviewed and amended to ensure compliance with the guidance published by NHS England in the management of conflicts and potential conflicts of interest. There are no statements, conditions or requirements that disadvantage any particular group of people with a protected characteristic.