

## Equality Impact Assessment (EIA) - Service Specification – Clinical Peer Review

For more information about the equality impact assessment process in commissioning, please see: [EIA Overview and Navigation](#).

### Service Specification Equality Analysis

Has there been a service review analysis? (Yes / No)

If **Yes** please cross –reference. If **No**, please complete [Service Review EIA](#)

No service review has been undertaken as Clinical Peer Review has been mandated by NHS England in the second in a suite of NHS England High Impact Interventions which aims to support commissioners to establish services which will not only reduce demand on secondary care services, but also improve patient experience by ensuring that they start on the optimum clinical pathway.

What has been put in place to ensure the accessibility and acceptability of the service design?

The overall aim is to improve upon the quality and appropriateness of referrals and help streamline the referral process using the Pathway Information Portal (PIP), NHS e-referral system and advice and guidance.

The key objectives are to:

- Reduce the number of inappropriate referrals currently resulting in assessment costs with no further treatment
- Increase the number of referrals that could be avoided through reassurance, advice or action by the service user's GP i.e. managed within primary care
- Divert clinically appropriate referrals from secondary care into lower cost tier two or community services and in so doing reduce demand on hospital services
- Improve long term GP referral patterns through identifying areas of educational need and facilitating a feedback loop.
- Improve data retrieval to inform reconciliation with activity data and development of service user care pathways
- Provide an educational work stream that supports GPs in

	<p>decision making</p> <ul style="list-style-type: none"> <li>Identifying, understanding and managing of variability in referral rates</li> </ul>
<p>How does service design reflect the insight gained through engagement (of different population groups)?</p>	<p>There has been clinical engagement with all GPs at various groups including Provider Forum, Council of Members, Local Medical Committee, Planning and Commissioning Committee and Primary Care Joint Commissioning. The feedback from these sessions is reflected in the final specification.</p>
<p>Has your equality analysis identified any specific outcomes that need to be incorporated into the service specification (beyond what is required in the standard contract)?</p>	<p>Clinical leads will be identified to champion peer review and act in a clinical facilitator/educational peer support role. This promotes a culture of shared learning and development where the principles of 'action learning sets' should apply.</p> <p>In the most successful models, GPs have protected time and a safe environment for discussion with the referring GP keeping responsibility for the final decision:</p> <ul style="list-style-type: none"> <li>Simple proformas can be developed to track outcomes and capture key points of learning</li> <li>Ensure that GPs have online access to up-to-date guidance and protocols</li> <li>GPs should discuss with patients their preferred treatment and provider for the potential referral and inform patients that the provisional plan will be discussed with their colleagues to ensure it is the best option</li> <li>Outcomes should be communicated with patients within agreed timescales</li> <li>CCGs should act on GP recommendations on alternative community based services that could be commissioned</li> </ul>

	<ul style="list-style-type: none"> <li>• Improve the information collected and fed back to GPs e.g. comparative referral rates by specialty and feedback on patient experience</li> <li>• External peer-review should be considered when there are specialists available to deliver feedback. This could be with practices working in clusters to gain access to GPwSIs.</li> </ul> <p>The review programme will give due regard to any matters that emerge relating to equality and diversity themes.</p>
How will you feedback to the groups you have engaged about service design?	As already stated above in terms of engagement undertaken to date

**Follow up actions**

Action required	By whom?	By when?

**Signoff**

<b>Signed off by:</b>		<b>Date:</b>	<b>28.09.17</b>
<b>Name &amp; Role</b>	 Associate Director of Corporate Affairs		