Pharmaceutical Society NI

Protecting Registering Regulating

DRAFT Equality Assessment

Consultation on

Draft Equality, Diversity & Inclusion (EDI) Strategy January 2025- December 2028

Phase 1 – Pre-Consultation

UPDATED: 20,12.24

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 to consultations@psni.org.uk and we will do our best to assist you.

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

Title of policy / decision to be screened.

Draft Equality, Diversity & Inclusion (EDI) Strategy 2025 to 2028

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

The Pharmaceutical Society NI recognises that it is starting out on a journey, with much work to do, to set up the processes and gather the evidence to enable the delivery of a meaningful and impactful EDI strategy – one that makes a difference to the way in which we work and integrates EDI into our everyday work.

To do this, we want to:

• Better understand the communities and cultures of the people we work with, the challenges that they face so that we can apply this to the work that we do.

• Remove discriminatory practise, be that direct or indirect, intentional, or unintentional.

• Better reflect diversity in all areas of our organisation, as an employer and as a regulator.

• Make sure everyone feels included, listened to, and heard.

The intended outcomes of the strategy are:

- To have appropriate governance, structure, and processes in place to embed EDI across regulatory activities.
- To ensure that students and registrants are equipped to provide appropriate care to all patients and service users and have appropriate EDI knowledge and skills.
- To make fair decisions across all regulatory functions.
- To engage with and influence others to advance EDI issues and reduce unfair. differential outcomes.
- To sustain and support the workforce for the future as the employer.

Main Stakeholders Affected

X	**Public / Patients**
X	**Pharmacist Registrants and future Pharmacist Registrants**

Other policies with a bearing on this policy

Pharmaceutical Society NI 2024-2025 Business Plan

Section B: Available Evidence

Data Sources (Please list)

Section 75 Category	Details of evidence / information
Age	**General Information** The distribution of pharmacists within each age category, who responded to the 2024-2025 Pharmaceutical Society Equality Survey to 25 October 2024 (Interim Report) with a comparison with the general population distribution is displayed in Table A below. [1,2] **Table A: Age Range of Pharmacists Compared to Northern Ireland Population Statistics Census 2021**

Age Groups	Pharmacists	General Population[3]
20-24	2.94%	5.85%
25-34	34.0%	12.74%
35-44	33.77%	13.11%
45-54	17.52%	13.27%
55-64	8.83%	12.73%
65-74	1.17%	9.30%
75 and over	Nil	7.86%
Prefer not to say	1.77%	n/a

(Pharmacists who completed the survey: n= 2,141)
Total number of pharmacists in October 2024 = 2960Return rate 73.33%

[1]Pharmaceutical Society of Northern Ireland (2024) Equality Monitoring Survey 2024- 25 (accessed December 2024)
[2]NISRA (2023) 'Age - five year age bands - all usual residents MS-A02 [UPDATED]' (accessed December 2024)
[3] Excluded 0-20 so will not equal 100%.

Dependants	**General Information**

The distribution of pharmacists who responded to the 2024-2025 Pharmaceutical Society Interim Equality Survey, with dependants and without dependants, is displayed in Table B.

Table B: Registrants Equality Survey 2024-2025 Personal Responsibility for the care of dependants[4] [5]

Type of Dependant	Percentage of Pharmacists
Child (one or more)	50.44%
Person with a disability	2.01%
A dependant older person	4.12%
None of the above	43.10%
Prefer not to say	3.79%

(n=2,137)

Northern Ireland Population Statistics

The information in the 2021 Census, published in May 2022, shows that the children's dependency ratio has fallen from 46 children per 100 people of working age (in 1926) to 30 children per 100 people of working age (in 2021)[6].

The Census also reports that the number of people aged 65 and over for every 100 people of working age has risen from 13 (in 1926) to 27 (in 2021)[7].

[4] Pharmaceutical Society of Northern Ireland (2024) Equality Monitoring Survey 2024- 25 (accessed December 2024)

[5] Note that one person may have selected more than one category therefore totals exceed 100%.

[6] NISRA (2021) Census 2021 population and household estimates for Northern Ireland: Statistical bulletin (May 2021) (accessed December 2024)

[7] Ibid (as above)

	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[8]. We do not anticipate any negative impact of these proposals in relation to those with dependants.

Disability

General Information

The distribution of pharmacists who reported having a disability in the 2024-2025, within the Pharmaceutical Society Interim Equality Survey, is displayed below in Table C. Information relating tp Foundation Year Trainees is shown in Table D.

Table C: The Registrants Interim Equality Survey 2024-2025[9] [10]

Disability Status	Percentage of Pharmacists
Disability	1.78%
No Disability	95.21%
Prefer not to say	3.00%

(n=2131)

Table D: Foundation Year Trainees[11]

Disability Status	Percentage of Trainees
Disability	3.65 %
No Disability	96.35%

(n=137)

General Population Data

[8] 2021 Main Statistics – Phase 2. Census 2021 health & housing statistics released available at https://www.nisra.gov.uk/system/files/statistics/census-2021-main-statistics-for-northern-ireland-phase-2-press-release.pdf (accessed December 2024)
[9]Pharmaceutical Society of Northern Ireland (2024) Equality Monitoring Survey 2024- 25 (accessed December 2024)
[10] Ibid
[11] NICPLD (2023) 'Equality Monitoring Data for Foundation year Training Students 2022-23 Cohort' (unpublished data)

	Disability cont. 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)[12] We do not anticipate any negative impact of these proposals in relation to those with a disability.

Marital Status	**General Information** The distribution of pharmacists who reported their marital status in the 2024-2025 Pharmaceutical Society Interim Equality Survey, together with information on the general population, is displayed in Table E. **Table E: Marital Status of Pharmacists Compared to Northern Ireland Population Statistics Census 2021** **Marital Status** | **Pharmacists[13]** | **General Population[14]** Single | 31.00% | 38.07% Married | 61.94% | 45.59% Civil Partnership | 0.51% | 0.18% Separated married | 1.03% | 3.78% Divorced | 1.64% | 6.02% Widowed | 0.37% | 6.36% Separated Civil Partnership | 0.05% | Not asked Prefer not to say | 3.46% | Not asked *(Pharmacists: n=2139)* We do not anticipate any negative impact of these proposals in relation to marital status.

[12] NISRA (2022) 'Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Health' p. 18 (accessed December 2024)

[13]Pharmaceutical Society of Northern Ireland (2024) Equality Monitoring Survey 2024- 25 (accessed December 2024)

[14]NISRA (2024) CT0069 Marital and civil partnership status (accessed December 2024)

Men and Women generally	The reported gender of pharmacists, in the 2024-2025 Pharmaceutical Society Interim Equality Survey is displayed below in Table F, and reported gender distribution in the general population in Table G.

Table F: Registrant's Interim Equality Survey 2024-2025[15]

Gender identity	Percentage
Female	69.42%
Male	28.42%
Transgender	0.09%
Prefer not to say	2.06

(n=2139)

Table G: Northern Ireland Population Statistics 2021[16]

Gender Identity	Percentage
Male	49.19%
Female	50.81%

In the gender identity question in Northern Ireland only the binary response categories "Male" and "Female" were included.

A NISRA 2021 report commented that less than 0.1% of respondents in Northern Ireland reported that they were transgender.[17]

We do not anticipate any negative impact of these proposals in relation to men and women generally.

[15] Pharmaceutical Society of Northern Ireland (2024) 'Equality Monitoring Survey 2024-2025' (accessed December 2024)
[16] NISRA (2023) 'Sex MS-A07' (Access December 2024)
[17] NISRA (2021) 'Topic report: Research on measuring gender identity' (accessed December 2024)

Political Opinion	There is no data held in relation to the political opinion of pharmacists by the Society. The May 2022 Northern Ireland Assembly election had the following breakdown of first preference votes based on a turnout of 63%. **Table H: First preference vote share after 18 of 18 constituencies declared. (NI Electoral Office)[18]** **Political Party** — **Percentage** SF — 29.0% DUP — 21.3% AP — 13.5% UUP — 11.2% SDLP — 9.1% OTHERS — 15.8% We do not anticipate any negative impact of these proposals in relation to political opinion.

[18] Russell, Raymond (2022) 'Election Report: Northern Ireland Assembly Election, 5 May 2022' p.12 (accessed December 2024)

Race / Ethnicity	The reported race (ethnicity) of pharmacists in the 2024-2025 Pharmaceutical Society Interim Equality Survey is shown below in Table I, Foundation Training Year data for 2022-3=23in Table J and information on the general population in Table K.

Table I: Registrant's Interim Equality Survey 2024-2025[19] [20]

Race / Ethnicity	Percentage
White	93.41%
Irish Traveller	0.09%
Roma	0%
Black African	0.7%
Black Other	0.05%
Chinese	1.17%
Indian	0.42%
Mixed	0.47%
Filipino	0.09%
Prefer not to say	3.13%
Other	0.47%

(n=2140)

Table J: Number of Foundation Year Trainees by Racial / Ethnic Identity in the 2022-23 Intake[21]

Race / Ethnicity	Percentage
White (British and Irish)	83.94%
Asian (all backgrounds)	10.95%
Mixed	1.46%
Black (all backgrounds)	1.46%
Prefer not to say	2.19%

(n=137)

[19] Pharmaceutical Society of Northern Ireland (2024) 'Equality Monitoring Survey 2024-2025' (accessed December 2024)

[20] Note the census 2021 question changed and this was reflected in the new 2024-2025 registrants survey. Pakistani was no longer a separate group although it could be specified.

Table K: Northern Ireland Census 2021 ethnic group statistics[22]

Race / Ethnicity	Percentage
White	96.6%
Irish Traveller	0.1%
Roma	0.1%
Indian	0.5%
Chinese	0.5%
Filipino	0.2%
Pakistani	0.1%
Arab	0.1%
Other Asian	0.3%
Black	0.6%
Mixed	0.8%
Other Ethnicities	0.2%

We do not anticipate any negative impact of these proposals in relation to race or ethnicity

[22] NISRA (2022) 'Main statistics for Northern Ireland Statistical Bulletin Ethnic group September 2022' (accessed December 2024)

Religious belief	The reported religious belief of pharmacists in the 2024-2025 Pharmaceutical Society Interim Equality Survey is shown below together with information on the general population in Table L.

Table L: Registrant's Interim Equality Survey 2024-2025 and the Northern Ireland Census 2021 population statistics for religion

Religious Belief	**Pharmacists**[23]	**General Population**[24]
Christian Protestant	30.15%	43.5% (protestant and other Christian)
Christian Roman Catholic	48.39%	45.7%
Christian Other	2.24%	N/A
Buddhist	0.05%	Other religions 1.5%
Hindu	0.14%	
Jewish	0.09%	
Muslim	0.51%	
Sikh	0.05%	
No religion	10.61%	9.3%
Prefer not to say	7.43%	N/A
Other	0.33%	N/A

(Pharmacists: n=2139)

We do not anticipate any negative impact of these proposals in relation to religious belief.

[23] Pharmaceutical Society of Northern Ireland (2024) 'Equality Monitoring Survey 2024-2025' (accessed December 2024)
[24] NISRA (2022) 'Main statistics for Northern Ireland Statistical Bulletin Religion September 2022' (accessed December 2024)

Sexual Orientation	The reported sexual orientation of pharmacists, in the 2024-2025 Pharmaceutical Society Interim Equality Survey, is shown below in Table M, together with information on the general population. **Table M: Registrant's Interim Equality Survey 2024-2025 and Northern Ireland Census 2021 Statistics** **Sexual Orientation** | **Pharmacists[25]** | **General population[26]** Straight or heterosexual | 90.58% | 90.00% Gay or lesbian | 2.58% | 1.2% Bisexual | 0.94% | 0.7% Other sexual orientation | not asked | 0.2% Prefer not to say | 5.90% | 7.9% *(Pharmacists: n=2134)* We do not anticipate any negative impact of these proposals in relation to sexual orientation.

[25] Pharmaceutical Society of Northern Ireland (2024) 'Equality Monitoring Survey 2024-2025' (accessed December 2024)
[26] NISRA (2023) 'Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Sexual orientation' (accessed December 2024)

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	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people in all age groups.	No
Dependants	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people with dependants.	No
Disability.	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people with disabilities.	No
Marital Status	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people of all marital status.	No
Men and Women generally	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to men and women generally	No
Political Opinion	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people with all political opinions.	No
Race / ethnicity	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people of all racial and ethnic identities.	No
Religious belief	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people of religious belief,	No
Sexual Orientation	The impact of the proposed strategy is expected to be positive in that it will lead to better practice in relation to be people of all sexual orientations.	No

Section D Record of Screening Decision

Title of policy / decision to be screened.
1. New 2025-2026 registration and retention fees for pharmacists in Northern Ireland. 2. Change to the notification of fees from post to email. 3. Introduction of the payment of the annual retention fee for pharmacists by direct debit.

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

	<u>Screened In</u> – Necessary to conduct a full Equality Assessment

x	**<u>Screened Out –</u> No Equality Assessment necessary (no impacts)** **N/A**
	<u>Screened Out –</u> Mitigating Actions (minor impacts)

Screening assessment completed by:	
Name: Suzanne Thompson	
Job title: Signature: Date: 20 December 2024	Policy, Standards and Engagement Officer

Screening decision approved by:	
Name: Emer Hopkins	
Job title: Deputy Registrar and Head of Regulatory Strategy & Education Signature: Emer Hopkins Date 20 December 2024	