

Equality Impact Assessment

The Code of Conduct, Ethics and Performance for Pharmacists in Northern Ireland (2026)

(EQIA – Revised From 2023 Pre-Consultation)

If you require this document in an alternative format, please contact us at Pharmaceutical Society NI, 73 University Street, Belfast, BT7 1HL. Telephone number 028 90326927 or by email to Consultations@psni.org.uk and we will assist you.

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

Title of policy / decision to be screened.

The Code of Conduct, Ethics and Performance for Pharmacists in Northern Ireland (2026).

Description of the policy to be screened.

The Pharmacy (Northern Ireland) Order 1976 requires that the Council of the Pharmaceutical Society NI “set standards relating to the conduct, ethics and performance expected of registered persons.”¹ The Society last published its Code of Conduct, Ethics and Performance (the Code) in 2016 and began work on updating and redrafting it in 2022, which culminated in a public consultation held between October and December 2023. A Phase 1 Equality Impact Assessment (EQIA) was completed prior to the public consultation in September 2023.

The consultation highlighted the need for clearer language, better-defined terminology and supplementary guidance on areas such as social media, conscientious objection and leadership. Respondents also called for a robust communications strategy and raised concerns about inclusivity, in particular, it highlighted the need to strengthen diversity and inclusion standards, using more accessible language, ensuring the Code's applicability across diverse pharmacy settings, as well as, completing and publishing a comprehensive EQIA alongside the consultation.

The September 2023 EQIA noted a minor level of impact for patients with disabilities who may require additional support and time to assist them to access pharmacy services; no other needs, experiences or priorities were identified across all other Section 75 categories.

Following the consultation, activity paused to allow for deeper reflection and strategic alignment with anticipated regulatory reforms. In September 2025, the Expert Advisory Group (EAG) was reconvened to review a revised draft with a view to publishing the final Code in January 2026. In line with best practice, the decision was taken to revise the EQIA conducted back in September 2023 to ensure that it is up-to-date and pertinent to the revised Code, as it is essential that we ensure that it reflects contemporary pharmacy practice and relates to the current pharmacy workforce and is in line with our commitment to upholding high standards of professionalism, patient care and ethical conduct among pharmacists in Northern Ireland.

It is anticipated that in publishing the new revised Code in 2026, the Standards outlined will provide a framework to support pharmacists in exercising professional judgement, applying knowledge, clinical expertise and ethical principles to make choices that are in the best interests of the person receiving care. The Standards are clear, robust, fit-for purpose and in line with best practice to support and enhance safe and ethical pharmacy practice across Northern Ireland; they will also have broader implications in terms of contributing to improved health outcomes and equitable care for the general public as service users.

¹ Registered persons may be interpreted as pharmacists.

The Code is also integral to the learning and practice of pharmacy students and trainee pharmacists as their activities and behaviours impact public confidence in the profession and any breaches of the Code during training are considered upon registration.

The Code also informs the public and patients on the professional conduct and behaviours they can expect from their pharmacist. It puts patients' interests first and reinforces the concept of patient-centred professionalism and care. Breaches of the Code could form the basis of a complaint of misconduct before the Fitness to Practise Committees of the Pharmaceutical Society NI. These Committees can determine to imposed appropriate sanctions or conditions on a pharmacist's practice including the removal of the registration of a pharmacist by the Fitness to Practise Committees.

The key Standards outlined are:

- **Provide Person Centred Care:** take steps to ensure care is safe, effective, compassionate and inclusive;
- **Act with Professionalism and Integrity:** demonstrate professionalism and always be open and honest;
- **Communicate Effectively:** use clear, appropriate and respectful communication with patients, colleagues and all those contributing to care;
- **Collaborate with Colleagues:** foster teamwork to support safe and effective care;
- **Raise Concerns:** speak up about unsafe practices or risks;
- **Commit to Development:** maintain and improve your professional skills and knowledge;
- **Lead by Example:** guide and support colleagues through positive engagement.

The view of the Pharmaceutical Society NI is that the Standards outlined in the Code of Conduct, Ethics and Performance for Pharmacists in Northern Ireland (2026) will better support registered pharmacists, trainee pharmacists and patients by:

- providing a framework to support pharmacists in exercising professional judgement, applying knowledge, clinical expertise and ethical principles to make choices that are in the best interests of the person receiving care;
- ensuring care is delivered safely, effectively, compassionately and inclusively;
- placing professionalism, openness and honesty at the core of practice;
- promoting the use of clear, appropriate and respectful communication with patients, colleagues and all those contributing to care;
- fostering teamwork to support safe and effective care and delivery of pharmacy services;
- nurturing an environment where everyone speaks up about unsafe practices or risks by raising any concerns which they may have;
- helping to develop a workforce with the right skills, knowledge and experience; and,
- leading by example in guiding and supporting colleagues through positive engagement.

We anticipate the Code will deliver positive results for all groups.

Main Stakeholders Affected

X	Pharmacist Registrants (including Pharmacy Owners) and future Pharmacist Registrants
X	Pharmacy Students and Trainee Pharmacists
X	Public / Patients

Other policies with a bearing on this policy.

The Code underpins all other professional standards and guidance documents issued by the Pharmaceutical Society NI - some of the key policies are outlined below:

- Guidance on Patient Consent 2019;
- Guidance on Raising Concerns (Whistleblowing) 2019;
- Guidance on Provision of Services 2021;
- Guidance on maintaining clear sexual boundaries with Patients and Carers 2019;
- Professional Standards and Guidance for Sale and Supply of Medicines 2016;
- Professional Standards and Guidance for Patient Confidentiality 2016;
- Professional Standards and Guidance for Standards and Guidance for Pharmacist Prescribing 2013;
- Professional Standards and Guidance for Responsible Pharmacist Regulations 2016;
- Guidance for Hospital Pharmacists on Responsible Pharmacist Regulations;
- Professional Standards for Chief Pharmacists in Northern Ireland 2025;

Key legislation linked to these policies includes:

- The Pharmacy (Northern Ireland) Order 1976;
- The Misuse of Drugs Regulations (Northern Ireland) 2002;
- The Medicines (Pharmacies) (Responsible Pharmacist) Regulations 2008;
- The Human Medicines Regulations 2012;
- The Health and Social Care (Control of Data Processing) Act (NI) 2016;
- The Data Protection Act 2018 (UK GDPR); and,
- The Pharmacy (Preparation and Dispensing Errors – Hospital and Other Pharmacy Services) Order 2022.

Section B: Available Evidence²

Data Sources (Please list)

Section 75 Category	Details of evidence / information																											
Age	<u>General Information</u> The distribution of pharmacists within each age category, who responded to the 2025-2026 Pharmaceutical Society NI Interim Equality Survey (period up to 22 October 2025) compared to the general population distribution is displayed in Table A below.^{3/4} <u>Table A: Age Range of Pharmacists (2025-2026) Compared to Northern Ireland Population Statistics Census (2021)</u> <table><tr><th>Age Groups</th><th>Pharmacists</th><th>General Population⁵</th></tr><tr><td>20-24</td><td>2.44%</td><td>5.85%</td></tr><tr><td>25-34</td><td>31.90%</td><td>12.74%</td></tr><tr><td>35-44</td><td>34.00%</td><td>13.11%</td></tr><tr><td>45-54</td><td>18.91%</td><td>13.27%</td></tr><tr><td>55-64</td><td>10.01%</td><td>12.73%</td></tr><tr><td>65-74</td><td>1.56%</td><td>9.30%</td></tr><tr><td>75 and over</td><td>0.00%</td><td>7.86%</td></tr><tr><td>Prefer not to say</td><td>1.17%</td><td>N/A</td></tr></table> (Pharmacists who completed the survey: N = 2,047) Total number of pharmacists in October 2025 = 3,087 Percentages may not sum to 100% due to rounding. Response Rate 66.31% The majority of pharmacists who responded to the 2025-2026 equality questionnaire were aged between 25-54 years.	Age Groups	Pharmacists	General Population ⁵	20-24	2.44%	5.85%	25-34	31.90%	12.74%	35-44	34.00%	13.11%	45-54	18.91%	13.27%	55-64	10.01%	12.73%	65-74	1.56%	9.30%	75 and over	0.00%	7.86%	Prefer not to say	1.17%	N/A
Age Groups	Pharmacists	General Population ⁵																										
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Prefer not to say	1.17%	N/A																										

² It should be noted that no statistical data for 2025/26 is currently available for students/FTY trainees.

³ Pharmaceutical Society Northern Ireland (2025) 'Interim Equality Monitoring Survey 2025-2026' (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

⁴ NISRA (2023) 'Age - five year age bands - all usual residents MS-A02 [UPDATED]' (accessed November 2025).

⁵ Excluded 0-20 years age group so will not equal 100%.

EQIA Findings

Whilst we anticipate that the Code of Conduct, Ethics and Performance (the Code) 2026 will deliver positive results for all groups, we recognise that balancing informing the general public, especially older people, about what we do and what kind of service they can expect from us, in a way that is easy to read and understand, can be challenging in terms of producing a key document that retains an appropriate level of technical detail for other stakeholders. However, we are aware that the Society has plans afoot in the coming months to undertake further work on informing the general public about what we do. In the interim, we anticipate that carers/family members or pharmacists will be able to assist with any queries that older people may have about the Code.

Overall, it is our view that any negative impact will be minor and will be outweighed by the positive impact that the Code will have. However, the Society will continue to monitor any further information submitted in relation to the age of pharmacists (including pharmacy students, FTY trainees) and patients.

Dependants	<u>General Information</u> The distribution of pharmacists who responded to the 2025-2026 Pharmaceutical Society NI Interim Equality Survey, with dependants and without dependants, is displayed in Table B. <u>Table B: Registrants Equality Survey 2025-2026</u> <u>Personal Responsibility for the care of dependants^{6/7}</u> <table border="1"> <thead> <tr> <th>Type of Dependant</th><th>Percentage of Pharmacists</th></tr> </thead> <tbody> <tr> <td>Child (one or more)</td><td>44.46%</td></tr> <tr> <td>Child with a disability (one or more)</td><td>0.98%</td></tr> <tr> <td>Person with a disability</td><td>1.03%</td></tr> <tr> <td>A dependant older person</td><td>3.47%</td></tr> <tr> <td>Secondary carer</td><td>4.20%</td></tr> <tr> <td>None of the above</td><td>45.58%</td></tr> <tr> <td>Prefer not to say</td><td>4.30%</td></tr> </tbody> </table> (n=2,047) Note: Respondents were able to choose more than one option to reflect their caring responsibility so total exceeds 100%. <u>Northern Ireland Population Statistics</u> 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).⁸	Type of Dependant	Percentage of Pharmacists	Child (one or more)	44.46%	Child with a disability (one or more)	0.98%	Person with a disability	1.03%	A dependant older person	3.47%	Secondary carer	4.20%	None of the above	45.58%	Prefer not to say	4.30%
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⁶ Pharmaceutical Society Northern Ireland (2025) 'Interim Equality Monitoring Survey 2025-2026' (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

⁷ Note that one person may have selected more than one category therefore totals exceed 100%.

⁸ NISRA (2021) [Census 2021 population and household estimates for Northern Ireland: Statistical bulletin\(May 2021\)](#) (accessed November 2025).

	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).⁹ 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.¹⁰ <u>EQIA Findings</u> We do not anticipate any negative impact of the Code in relation to anyone with or without dependants. The Society will continue to monitor any further information submitted in relation to pharmacists (including pharmacy students, FTY trainees) and patients with/without dependants.
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⁹ Ibid (as above).

¹⁰ 2021 Main Statistics – Phase 2. Census 2021 health & housing statistics released available at <https://www.nisra.gov.uk/system/files/statistics/census-2021-ms-d17.xlsx> (accessed November 2025).

Disability

General Information

The distribution of pharmacists who reported having a disability in the 2025-2026 Pharmaceutical Society NI Interim Equality Survey, is displayed below in Table C.

Table C: The Registrants Interim Equality Survey 2025-2026¹¹

Disability Status	Percentage of Pharmacists
Disability	1.61%
No Disability	95.90%
Prefer not to say	2.49%

(n=2,047)

General population data

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

EQIA Findings

Whilst we anticipate that the Code of Conduct, Ethics and Performance (the Code) 2026 will deliver positive results for all groups, we recognise that balancing informing the general public, especially people with learning or visual/sensory disabilities, about what we do and what kind of service they can expect from us, in a way that is easy to read and understand, can be challenging in terms of producing a key document that retains an appropriate level of technical detail for other stakeholders. However, we are aware that the Society has plans afoot in the coming months to undertake further work on informing the general public about what we do. In the interim, we anticipate that carers/family members or pharmacists will be able to assist with any queries that people with/without disabilities may have about the Code.

Overall, in our opinion, any negative impact will be minor and will be outweighed by the positive impact that the Code will have. However, the Society will continue to monitor any further information submitted in relation to pharmacists (including pharmacy students, FTY trainees) and patients with/without a disability.

¹¹ Pharmaceutical Society Northern Ireland (2025) 'Interim Equality Monitoring Survey 2025-2026' (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

¹² NISRA (2022) [Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Health](#) p. 18 (accessed November 2025).

Marital Status

General Information

The distribution of pharmacists who reported their marital status in the 2025-2026 Pharmaceutical Society Interim Equality Survey, together with information on the general population, is displayed in Table D.

Table D: Marital Status of Pharmacists Compared to Northern Ireland Population Statistics Census 2021

Marital Status	Pharmacists ¹³	General Population ¹⁴
Single	28.14%	38.07%
Married or in a civil partnership	64.34%	45.59%
Separated but still married or in a civil partnership	0.88%	3.78%
Divorced, or formerly in a civil partnership that is now legally dissolved	2.30%	6.02%
Widowed, or surviving partner from a registered civil partnership	0.39%	6.36%
Prefer not to say	3.96%	Not asked

(Pharmacists: n=2,047)

EQIA Findings

We do not anticipate any negative impact of the Code in relation to marital status.

The Society will continue to monitor any further information submitted in relation to the marital status of pharmacists (including pharmacy students, FTY trainees).

¹³ Pharmaceutical Society Northern Ireland (2025) 'Interim Equality Monitoring Survey 2025-2026' (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

¹⁴ NISRA (2024) CT0069 Marital and civil partnership status (accessed November 2025).

Men and Women generally

The reported gender of pharmacists, in the 2025-2026 Pharmaceutical Society NI Interim Equality Survey, is displayed below in Table E and reported gender distribution in the general population in Table F.

Table E: Registrants Interim Equality Survey 2025-2026¹⁵

Gender identity	Percentage
Female	71.47%
Male	27.16%
Non-binary/Transgendered/Other	0.00%
Prefer not to say	1.37%

(n=2,047)

Table F: Northern Ireland Population Statistics 2021¹⁶

Gender Identity	Percentage
Male	49.19%
Female	50.81%

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

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

EQIA Findings

We do not anticipate any negative impact of the Code in relation to men/women.

The Society will continue to monitor any further information submitted in relation to the gender of pharmacists (including pharmacy students, FTY trainees).

¹⁵ Pharmaceutical Society Northern Ireland (2025) ‘Interim Equality Monitoring Survey 2025-2026’ (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

¹⁶ NISRA (2023) ‘[Sex MS-A07](#)’ (November 2025).

¹⁷ NISRA (2021) ‘[Topic report: Research on measuring gender identity](#)’ (accessed November 2025).

Political Opinion

There is no data held in relation to the political opinion of pharmacists by the Pharmaceutical Society NI. The May 2022 Northern Ireland Assembly election had the following breakdown of first preference votes based on a turnout of 63%.

Table G: First Preference Votes¹⁸

Political Party	Percentage
SF	29.0%
DUP	21.3%
AP	13.5%
UUP	11.2%
SDLP	9.1%
OTHERS	15.8%

EQIA Findings

We do not anticipate any negative impact of the Code in relation to political opinion.

The Society will continue to monitor any further information submitted in relation to the political opinions of pharmacists (including pharmacy students, FTY trainees).

¹⁸ NI Assembly - <https://www.niassembly.gov.uk/globalassets/documents/raise/publications/2017-2022/2022/2422.pdf> (accessed November 2025).

Race / Ethnicity

The reported race (ethnicity) of pharmacists in the 2025-2026 Pharmaceutical Society NI Interim Equality Survey is shown below in Table H and information on the general population in Table I.

Table H: Registrant's Interim Equality Survey 2025-2026^{19/20}

Race / Ethnicity	Percentage
White	95.55%
Roma or Irish Traveller	0.10%
Black African	0.78%
Asian	2.05%
Mixed	0.34%
Prefer not to say	0.98%
Other	0.20%

(n=2,047)

Table I: Northern Ireland Census 2021
ethnic group statistics²¹

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%

¹⁹ Pharmaceutical Society Northern Ireland (2025) 'Interim Equality Monitoring Survey 2025-2026' (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

²⁰ Note the census 2021 question changed and this was reflected in the new 2025-2026 registrants survey. Pakistani was no longer a separate group although it could be specified.

²¹ NISRA (2022) 'Main statistics for Northern Ireland Statistical Bulletin Ethnic group September 2022' (accessed November 2025).

EQIA Findings

Whilst we anticipate that the Code of Conduct, Ethics and Performance (the Code) 2026 will deliver positive results for all groups, we recognise that balancing informing the general public, especially people from different racial groups/ethnic backgrounds who may have a limited knowledge of English, about what we do and what kind of service they can expect from us, in a way that is easy to read and understand, can be challenging in terms of producing a key document that retains an appropriate level of technical detail for other stakeholders. However, we are aware that the Society has plans afoot in the coming months to undertake further work on informing the general public about what we do. In the interim, we anticipate that carers/family members or pharmacists will be able to assist with any queries that older people may have about the Code.

Overall, in our opinion, any negative impact will be minor and will be outweighed by the positive impact that the Code will have. However, the Society will continue to monitor any further information submitted in relation to the race/ethnicity of pharmacists (including pharmacy students, FTY trainees).

Religious Belief

The reported religious belief of pharmacists in the 2025-2026 Pharmaceutical Society Interim Equality Survey is shown below together with information on the general population in Table J.

Table J: Registrant's Interim Equality Survey 2025-2026 and the Northern Ireland Census 2021 population statistics for religion

Religious Belief	Pharmacists ²²	General Population ²³
Christian	78.21%	89.2%
Buddhist	0.15%	Other religions 1.5%
Hindu	0.24%	
Jewish	0.05%	
Muslim	0.20%	
Sikh	0.00%	
No religion	13.29%	9.3%
Prefer not to say	7.28%	N/A
Other	0.59%	N/A

(Pharmacists: n=2,047)

EQIA Findings

We do not anticipate any negative impact of the Code in relation to religious beliefs.

The Society will continue to monitor any further information submitted in relation to the religious beliefs of pharmacists (including pharmacy students, FTY trainees).

²² Pharmaceutical Society Northern Ireland (2025) 'Interim Equality Monitoring Survey 2025-2026' (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

²³ NISRA (2022) 'Main statistics for Northern Ireland Statistical Bulletin Religion September 2022' (accessed November 2025).

Sexual Orientation

The reported sexual orientation of pharmacists, in the 2025-2026 Pharmaceutical Society NI Interim Equality Survey, is shown below in Table K, together with information on the general population.

Table K: Registrant's Interim Equality Survey 2025-2026 and Northern Ireland Census 2021 Statistics

Sexual Orientation	Pharmacists ²⁴	General Population ²⁵
Straight or heterosexual	92.23%	90.00%
Gay or lesbian	2.35%	1.2%
Bisexual	0.49%	0.7%
Other sexual orientation	0.20%	0.2%
Undecided	0.10%	-
Prefer not to say	4.64%	7.9%

(Pharmacists: n=2,047)

EQIA Findings

We do not anticipate any negative impact of the Code in relation to sexual orientation.

The Society will continue to monitor any further information submitted in relation to the sexual orientation of pharmacists (including pharmacy students, FTY trainees).

²⁴ Pharmaceutical Society Northern Ireland (2025) 'Interim Equality Monitoring Survey 2025-2026' (accessed November 2025). https://psni.org.uk/wp-content/uploads/2025/11/2025-26-Registrant-Survey-Interim-Findings-Report-23_10_2025.pdf

²⁵ NISRA (2023) 'Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Sexual orientation' (accessed November 2025).

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	Whilst we anticipate that the Code of Conduct, Ethics and Performance (the Code) 2026 will deliver positive results for all groups, we recognise that balancing informing the general public, especially older people, about what we do and what kind of service they can expect from us, in a way that is easy to read and understand, can be challenging in terms of producing a key document that retains an appropriate level of technical detail for other stakeholders. However, we are aware that the Society has plans afoot in the coming months to undertake further work on informing the general public about what we do. In the interim, we anticipate that carers/family members or pharmacists will be able to assist with any queries that older people may have about the Code. Overall, in our opinion, any negative impact will be minor and will be outweighed by the positive impact that the Code will have. However, the Society will continue to monitor any further information submitted in relation to the age of pharmacists (including pharmacy students, FTY trainees) and patients.	Yes - Minor
Dependants	We do not anticipate any negative impact of the Code in relation to anyone with or without dependants. The Society will continue to monitor any further information submitted in relation to pharmacists (including pharmacy students, FTY trainees) and patients with/without dependants.	No
Disability	Whilst we anticipate that the Code of Conduct, Ethics and Performance (the Code) 2026 will deliver positive results for all groups, we recognise that balancing informing the general public, especially people with learning or visual/sensory disabilities, about what we do and what kind of service they can expect from us, in a way that is easy to read and understand, can be challenging in terms of producing a key document that retains an appropriate level of technical detail for other stakeholders. However, we are aware that the Society has plans afoot in the coming months to undertake further work on informing the general public about what	Yes - Minor

	we do. In the interim, we anticipate that carers/family members or pharmacists will be able to assist with any queries that people with/without disabilities may have about the Code. Overall, in our opinion, any negative impact will be minor and will be outweighed by the positive impact that the Code will have. However, the Society will continue to monitor any further information submitted in relation to pharmacists (including pharmacy students, FTY trainees) and patients with/without a disability.	
Marital Status	We do not anticipate any negative impact of the Code in relation to marital status. The Society will continue to monitor any further information submitted in relation to the marital status of pharmacists (including pharmacy students, FTY trainees) and patients.	No
Men and Women generally	We do not anticipate any negative impact of the Code in relation to men/women. The Society will continue to monitor any further information submitted in relation to the gender of pharmacists (including pharmacy students, FTY trainees) and patients	No
Political Opinion	We do not anticipate any negative impact of the Code in relation to political opinion. The Society will continue to monitor any further information submitted in relation to the political opinions of pharmacists (including pharmacy students, FTY trainees) and patients.	No
Race / Ethnicity	Whilst we anticipate that the Code of Conduct, Ethics and Performance (the Code) 2026 will deliver positive results for all groups, we recognise that balancing informing the general public, especially people from different racial groups/ethnic backgrounds who may have a limited knowledge of English, about what we do and what kind of service they can expect from us, in a way that is easy to read and understand, can be challenging in terms of producing a key document that retains an appropriate level of technical detail for other stakeholders. However, we are aware that the Society has plans afoot in the coming months to undertake further work on informing the general public about what we do. In the interim, we anticipate that carers/family members or pharmacists will be able to assist with any queries that older people may have about the Code.	Yes - Minor

	Overall, in our opinion, any negative impact will be minor and will be outweighed by the positive impact that the Code will have. However, the Society will continue to monitor any further information submitted in relation to the race/ethnicity of pharmacists (including pharmacy students, FTY trainees) and patients.	
Religious Belief	We do not anticipate any negative impact of the Code in relation to religious beliefs. The Society will continue to monitor any further information submitted in relation to the religious beliefs of pharmacists (including pharmacy students, FTY trainees) and patients	No
Sexual Orientation	We do not anticipate any negative impact of the Code in relation to sexual orientation. The Society will continue to monitor any further information submitted in relation to the sexual orientation of pharmacists (including pharmacy students, FTY trainees) and patients.	No

Section D Record of Screening Decision

Title of policy / decision to be screened.

The Code of Conduct, Ethics and Performance for Pharmacists in Northern Ireland (2026).

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
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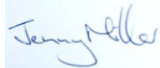
☐	<u>Screened Out</u> – No Equality Assessment necessary (no impacts) N/A
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☒	<u>Screened Out</u> – Mitigating Actions (minor impacts)
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Screening assessment completed by:

Name: Dr Jenny Millar

Job title: Business Support Manager

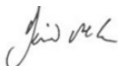
Signature: 

Date 11/11/2025

Screening decision approved by:

Name: David McCann

Job title: Head of Regulatory Strategy

Signature: 

Date: 27/11/2025