

North & East London Specialised Cancer and Cardiac Reconfiguration

Initial Equality Impact Assessment

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1 Background

1.1 Reconfiguration of specialised cancer and cardiovascular services

NHS England is proposing a reconfiguration of specialised cancer and cardiovascular services in north and east London¹. The details of the reconfiguration are more fully described in the business case that accompanies the Equality Impact Assessment and in the sections that follow.

For cardiovascular services the proposal is to consolidate services currently at the Heart Hospital to the new unit being developed at St Bartholomew's Hospital.

For cancer services the proposal is to reduce the number of units where specialised surgery or intensive treatment takes place. The number of consolidated units varies for each type of cancer and this is detailed in the sections that follow. The proposals affect the following cancers:

- Brain cancer
- Head & neck cancer
- Urological cancers (kidney, bladder and prostate)
- Acute Myeloid Leukaemia
- Osophago-gastric cancer

In all cases it is only the specialist element of the treatment pathway that is affected by these changes. Outpatients, chemotherapy, radiotherapy and non-specialised surgery are all unaffected by these proposals.

This report is intended to highlight to stakeholders, patients and the public the groups of patients that will be affected by the proposed changes and suggest the impact that the changes will have. The report is slightly limited by the availability of data about the patients that currently use the service and by a disappointing response to the engagement process; shortfalls that NHSE will attempt to rectify in the next round of engagement.

1.2 Purpose of an Equality Impact Assessment

The NHS recognises that cardiac and cancer services concern all communities. Under the NHS Act 2006 the NHS has a duty to reduce inequalities in accessing services and in clinical outcomes, and to ensure that services offer same outcomes and same experience to patients regardless of their backgrounds.

Under the public sector equality duty (PSED), when a public sector organisation is planning to reconfigure a service it must give 'due regard' to equality. The Equality Act 2010 mandates an integrated Equality Duty on all public bodies and those discharging a public function to consider how they can:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act:
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- Foster good relations between persons who share a relevant protected characteristic and those who do not share it.

Due regard is demonstrated by considering the likely impact of the change on different groups in the community, in particular the protected groups as defined under the Equality Act 2010. These groups include race, gender, age, disability, gender reassignment, marriage and civil partnership, sexual

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¹ For the purposes of this document "north and east London is defined as the London Boroughs of Barnet, Enfield, Haringey, Camden, Islington, Tower Hamlets, City of London, Hackney, Newham, Waltham Forest, Redbridge, Barking & Dagenham and Havering.

orientation and pregnancy and maternity as well as socio-economic duty and human rights of vulnerable people.

In addition to the protected groups highlighted in the Equality Act, the NHS is also concerned that inequalities are reduced between groups from different social backgrounds. This is of particularly relevant to the NHS in north and east London where there are areas with high levels of social deprivation that correlate strongly to populations with high incidence of heart disease and shorter life expectancy.

Through equality analysis the organisation must ensure there is no negative or disproportionate impact on equality; and all measures have been considered to eliminate or at least minimise any likely negative impact of the reconfiguration.

'Due regard' is not only a legal duty, it can help the services make good business decisions and provide services in an equitable manner which will advance equality and foster good relations between groups as well as good health outcomes.

From the NHS Constitution:

The NHS provides a comprehensive service, available to all irrespective of gender, race, disability, age, sexual orientation, religion, belief, gender reassignment, pregnancy and maternity or marital or civil partnership status. The service is designed to diagnose, treat and improve both physical and mental health. It has a duty to each and every individual that it serves and must respect their human rights. At the same time, it has a wider social duty to promote equality through the services it provides and to pay particular attention to groups or sections of society where improvements in health and life expectancy are not keeping pace with the rest of the population.

1.3 Approach taken

The approach taken to the Equality Impact Assessment is in three stages:

Stage 1: Scoping. Aim is to decide where the focus of the impact analysis should be. This takes account of:

- The proposed changes
- Initial view of the communities likely to be most impacted
- The availability of data: there some equality groups where there is little or no data available to reach any conclusions as to the impact of changes on that group

A report on the scope of the analysis was taken to the Programme Management Team 20 January 2014

Stage 2: Impact Report. The aim of this report is to provide the Programme Board with an assessment of the impact on equality of the proposed changes. This should inform the engagement exercise that is expected to take place in May-June 2014. The analysis in the report is predominately a desktop exercise looking at the profile of the patients most affected by the changes proposed.

Stage 3: Engagement. In the next engagement process (May-June 2014) the findings of this report should be tested with stakeholders. Every effort should be made to get views on the proposals from groups identified as likely to be the most impacted by the proposals. Also the engagement process should be used as an opportunity to obtain views from groups where the analysis in this report has been limited by a shortage of information (impact on people with disabilities, religion, sexual orientation and gender reassignment).

1.4 Scope of Impact Assessment

The scoping exercise concluded that of the human rights specifically identified by the public sector duty:

- The changes proposed would have the greatest effect on the elderly as cancer and cardiovascular disease most commonly affect older people
- There was likely to be no impact on marriage/civil partnerships or pregnancy
- It is difficult to measure the impact on inequalities in the areas of disability, religion/belief, sexual orientation or gender reassignment as data was not collected by the Trusts on these groups.

The focus of the analysis that informs the assessment in this report has concentrated broadly on race, gender and age.

2 Changes proposed and analysis undertaken

2.1 Summary aim of proposed changes

Cancer and cardiovascular disease cause two-thirds of early deaths in London. If the NHS in north and east London were to improve local survival rates for heart disease and all cancers in line with at least the rate for England over 2,000 lives a year would be saved. The document Improving specialist cancer and cardiovascular services in north and east London: The case for change sets out the case being made to introduce these changes. This proposes that fewer specialist high volume units would improve clinical outcomes, accelerate the uptake of new technologies, achieve greater quality and optimise efficiency.

NHS England has examined how these services are provided in north and east London and has developed a vision for how they could be improved. Through an engagement exercise to consider these proposals NHS England have heard that patients want to have health services that are locally accessible where possible, but when they are critically ill they want the best specialists, with the best equipment, to give them the best chance of recovery.

North and east London has some of the best cancer and cardiovascular experts in the country but specialist services are not organised in a way that gives patients the best chance of survival and the best experience of care. So the proposals are:

- For cardiovascular care, to combine services currently provided at The Heart Hospital, The London Chest Hospital and St Bartholomew's Hospital to create a single integrated cardiovascular centre. With The London Chest Hospital closing next year and The Heart Hospital having limited capacity, clinicians have recommended consolidating into a centre in the new building at St Bartholomew's Hospital (which is 2.5 miles from The Heart Hospital). The Royal Free Hospital and the integrated cardiovascular centre at St Bartholomew's Hospital would act as heart attack centres for the area.
- For five complex or rare cancers, to provide specialist treatment in four centres of excellence
 across the area with a hub at University College Hospital. There would continue to be services
 provided locally for other types of cancer and general cancer services, such as diagnostics
 and chemotherapy.

The primary aim of the changes is to improve health outcomes for patients. This will have a positive impact on all patients and by helping to reduce early deaths caused by heart disease and cancer should also have a positive impact on the inequalities in mortality rates between London and the rest of England.

2.2 Engagement

An extensive engagement programme was undertaken to bring the Case for Change to the attention of stakeholders and the public. Specific attention was given towards making representatives of affected groups aware of the Case for Change.

- The case for change summary document was translated on request into Bengali
- Letters inviting responses to the engagement were sent to 540 stakeholders including local Healthwatch committees, patients groups, community groups and voluntary sector groups representing a wide range of the population.
- Five public engagement meetings were held at locations across north and east London and west Essex. Advertisement of these meetings included 14 local newspapers and electronic media.

Full details of the engagement process and the findings can be found in the engagement report. In general the feedback received from individual patients and public, and from organisations representing interest groups affected by the changes was disappointing. We have not been able to gain any insight on the equality impact of proposals from the engagement exercise.

A second engagement exercise will be taking place May-June 2014. The findings of this report will be tested with stakeholders. Every effort will need to be made to get views on the proposals from groups identified as likely to be the most impacted by the proposals. The engagement process will also seek to obtain information about groups such as the disabled, where there is currently limited information and this report has not been able to undertake analysis or reach conclusions..

2.3 Analysis undertaken

The analysis that follows has looked at recorded data by the hospitals affected over the last three years. The hospitals record the age, gender and ethnicity of the patients treated. Using this data a profile has been created of the patients that are currently being seen at the hospitals where the proposal is to decommission a service. This represents the patients that will be most affected by the proposals.

In each case the profile of the affected group has been contrasted against patients treated at a wider range of centres. The analysis seeks to address the following issues:

- What is the nature of the patients affected by the proposed changes:
 - o How many patients are affected?
 - O Where do they come from?
 - o What is the age, ethnicity and gender profile of the group?
- Is the profile of the group of patients affected by the changes any different from the profile of patients in general? If so the changes could have an impact on equality of service provision or access to services.

2.4 Possible impacts

Whilst the analysis described above goes some way towards identifying whether one group may be affected disproportionately over another it is harder to assess whether the impact could be neutral, positive or negative.

Possible impacts could include:

- Changes lead to better clinical outcomes for the affected group
- The new provider is more difficult for patients from the affected group to access; possibly because of a combination of the age of the patient group affected and the increased distance to travel.

• The new provider is better or worse at responding to the particular needs of a specific patient group; for example if the access to translation services is better under the new provider.

The changes proposed are to tertiary services, so patients have already started on a treatment pathway before they are treated by the specialist centre. By implication, access to the patient pathway is not affected by the proposals.

2.5 Impact on people with disabilities

Currently there is no data collected on the numbers of patients treated with a disability. Consequently it is difficult to assess the numbers of patients with disabilities that might be affected by the proposed changes. However the impact should be negligible because all the hospitals involved in the reconfigurations:

- Comply with the Disability Discrimination Act 1995
- Are routinely assessed by the Care Quality Commission to ensure that their services are responsive to the needs of patients with a disability
- Operate special transport arrangements for patients with mobility problems.

So it is reasonable to conclude that there should be no material negative impact on patients with a disability. However there remains an onus on all the providers involved in the project to ensure that the implementation of the changes is done in a way that the needs of disabled patients are considered.

3 Profile of north and east London

3.1 General Profile

The area covered by this reconfiguration includes the London Boroughs of Barnet, Enfield, Haringey, Camden, Islington, City of London, Tower Hamlets, Hackney, Newham, Waltham Forest, Redbridge, Barking & Dagenham, and Havering

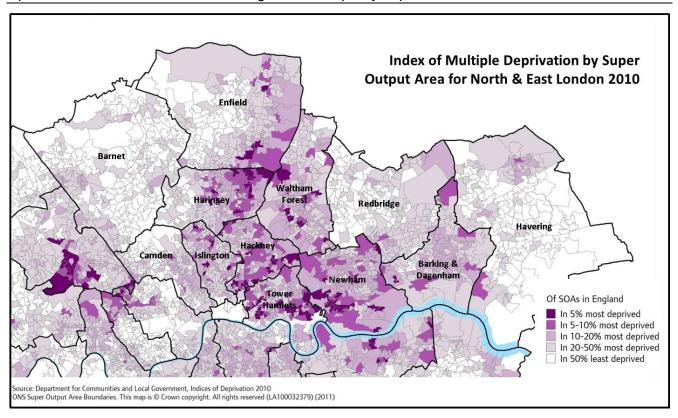
Estimates of the population of this area vary. The GLA estimates the population to be 3.3m, however the number of people registered with General Practitioners in the area is 3.5m.

The area is ethnically diverse; of the seven London Boroughs only Havering has less than 20% of its population from a non-white BME group.

There are seven NHS trusts in the area providing specialist cancer and cardiovascular services from a number of hospital sites. In addition some of these hospitals are the designated provider of some specialised cancer services for West Essex.

3.2 Deprivation in north and east London.

The map shows areas of high deprivation in north and east London. This shows that Newham, Hackney and Hackney are amongst the most deprived Boroughs in England; in addition parts of Waltham Forest, Islington, Haringey, Enfield and Barking & Dagenham also have areas of high level of deprivation.

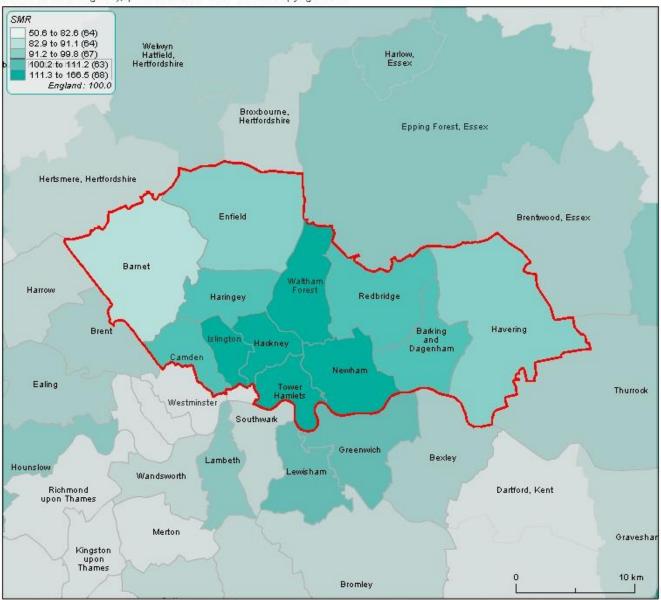


3.3 Incidence of cancer and heart disease in north and east London

From local and national evidence it can be shown that there are serious health issues and health inequalities in north and east London which are closely linked to poverty and deprivation and which impact on life expectancy. Cancer and cardiac are predominantly issues of poverty, age and lifestyle i.e. smoking and drinking alcohol. We have highlighted some key facts about cancer and cardiovascular health from local Joint Strategic Needs Assessments (JSNA) and national organisations:

- Smoking is the leading cause of premature deaths in all communities but more so amongst
 minority communities and working class populations. Smoking accounts for nearly one-fifth of
 all deaths from cardiovascular disease.
- Much of the area has poor survival and high mortality from cancer. Evidence suggests that late diagnosis is a significant contributor to this.
- Lack of physical exercise and poor diet increase the risks of cancer and cardiovascular diseases.
- Prostate cancer is one of the top causes of cancer death in men.
- Cancer occurs predominantly in older people, and therefore as life expectancy increases so the number of cancers diagnosed each year will also increase.
- Evidence suggests that people with learning disabilities, mental health issues and those who
 are housebound have high risks of developing cancer and cardiovascular conditions due to life
 style and socio-economic factors.
- The prevalence of Coronary Heart Disease (CHD) is higher amongst Indian, Pakistani and Bangladeshi men. From those who are dying in England and Wales but born in South East Asia, CHD accounts for about a quarter of all deaths.

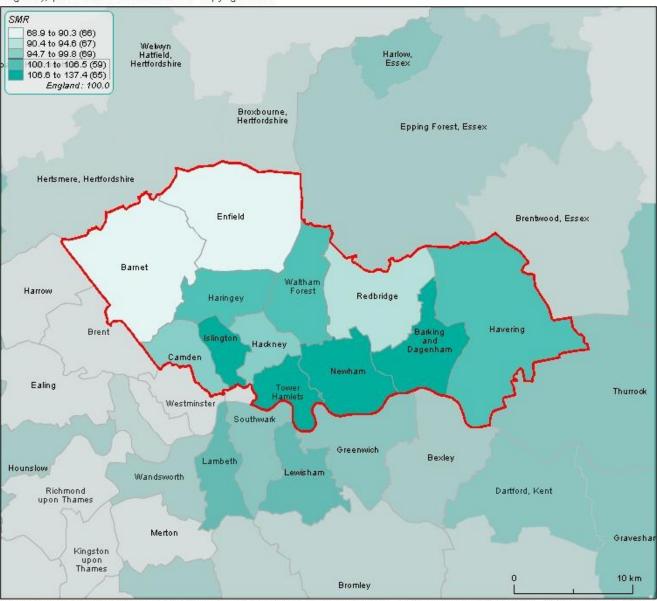
Deaths from coronary heart disease, all ages, standardised mortality ratio, 2006-2010 - source: PHOs (now part of Public Health England), produced from ONS data © Copyright 2011



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The map above shows deaths from CHD across the north and east London area, standardised for the age of the population. The map shows that CHD deaths are higher than average in all areas except Barnet, Enfield and Havering. CHD deaths are particularly high in Islington, Hackney, Tower Hamlets, Waltham Forest and Newham.

Deaths from all cancer, all ages, standardised mortality ratio, 2006-2010 - source: PHOs (now part of Public Health England), produced from ONS data © Copyright 2011

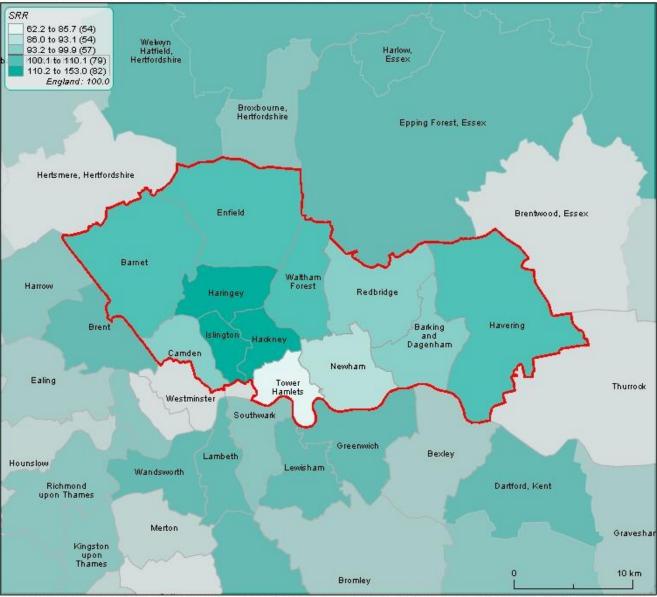


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The map above shows deaths from all cancers across the north and east London area standardised for the age of the population. The map shows higher than average numbers of deaths across much of the area, with the highest numbers of deaths in Islington, Tower Hamlets, Newham and Barking & Dagenham. However this is data for *all* cancers, each tumour type can have a different pattern of incidence.

Of the tumour types covered by this programme (brain cancer, head and neck cancer, renal cancer, bladder cancer, prostate cancer, acute myeloid leukaemia and oesophago-gastric cancer) only prostate cancer data was readily available. The map below shows the incidence of prostate cancer in north and east London. This shows that there is higher than average incidence across much of the area with the highest incidence in Islington, Haringey and Hackney.

New cases of prostate cancers, standardised registration ratio, 2005-2009 - source: UK Association of Cancer Registries (now part of Public Health England), National Cancer Data Repository



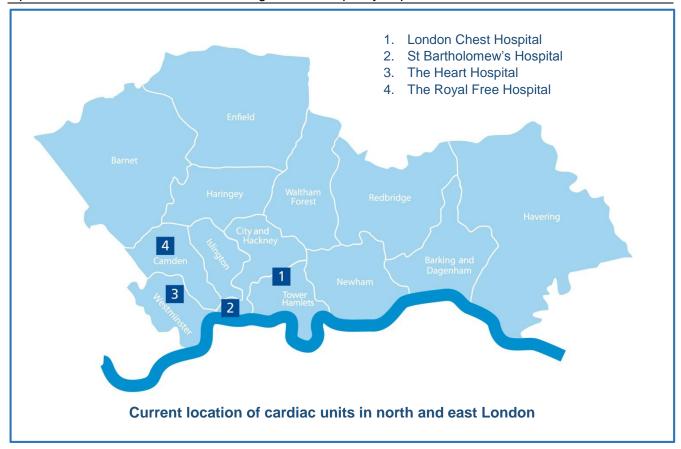
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4 Impact Analysis: Cardiovascular services

4.1 Current service

Currently there are cardiovascular centres in NE London providing cardiology, catheterisation and cardiac surgery at the Heart Hospital, St Bartholomew's Hospital and the London Chest Hospital, although plans are already well advanced to move all services at the London Chest Hospital to St Bartholomew's Hospital.

There are heart attack centres at St Bartholomew's, the Heart and the Royal Free Hospitals.



There are some service issues associated with the current service:

- Patients are waiting unacceptably long for treatment
- Too many patients are having their surgery cancelled
- Hospitals cannot deliver 24/7 care by specialist teams without sufficient patient numbers

Not all our services are delivering the national standards for care and patient outcomes could be improved

4.2 Proposed service

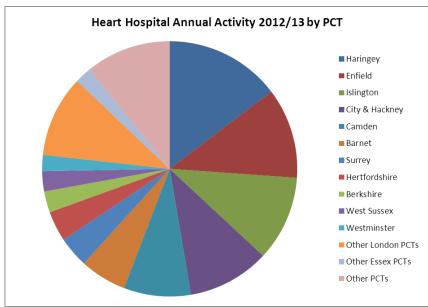
All services currently at the Heart Hospital will be consolidated to the new development at St Bartholomew's, thereby creating one world-class integrated cardiovascular centre and two heart attack centres for the north and east of London.

The aim is to develop a comprehensive, joined-up network of care spanning from prevention and earlier diagnosis through to treatment of disease.

The majority of care would continue to be provided close to people's homes.

4.3 Patients affected

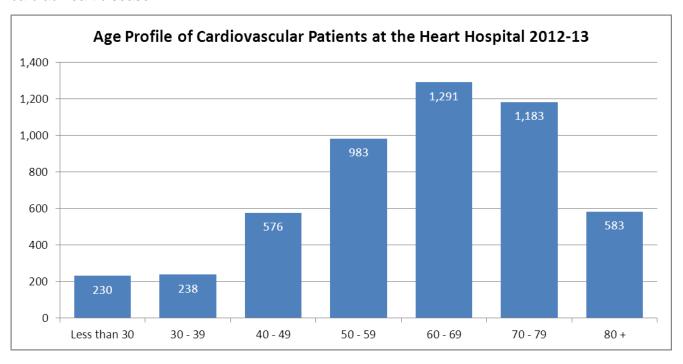
The patients using the Heart Hospital predominately come from the North Central London area and Hackney. The table and pie chart below show that around 60% of patients come from this area. Within this area, the public health analysis shows that Islington and Hackney are areas of high mortality for CHD. However there are patients using the Heart Hospital from across London and south east England. The current assumption is that 95% of the activity currently going to the Heart Hospital would in future transfer to St Bartholomew's Hospital.



Heart Hospital Annual Activity 2012/13 by PCT					
PCT	Value	Proportion			
Haringey	739	14.7%			
Enfield	578	11.5%			
Islington	545	10.8%			
City & Hackney	524	10.4%			
Camden	428	8.5%			
Barnet	299	5.9%			
Surrey	197	3.9%			
Hertfordshire	193	3.8%			
Berkshire	136	2.7%			
West Sussex	128	2.5%			
Westminster	103	2.0%			
Other London PCTs	520	10.3%			
Other Essex PCTs	108	2.1%			
Other PCTs	545	10.8%			
Total	5,044	100.0%			

4.4 Age Profile

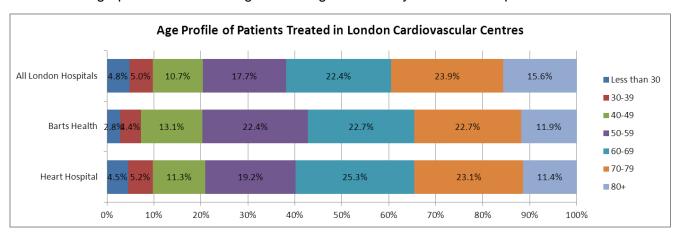
The tables below show the age profile of the patients using the Heart Hospital in 2012-13. This shows that the patients using the Hospital tend to be middle-aged or elderly, which reflects the profile of cardiac heart disease.



This has been contrasted to the age profile of patients using cardiovascular services across all the units in London and at Barts Heath. This analysis indicates that the Heart Hospital has a younger mix of patients than London as a whole but that it is broadly the same as patients treated at the two units in Barts Health. A number of factors are contributing to this:

- The Heart Hospital focuses on interventional cardiac services where the patients tend to be younger and fitter. Patients requiring non-interventional cardiology are treated at UCLH rather than the Heart Hospital.
- The congenital heart service at the Heart Hospital has a younger case mix than conventional cardiovascular service.

• Demographic factors effecting the boroughs served by the Heart Hospital



4.5 Ethnicity

The table and graphs below show the ethnic mix of patients using the Heart Hospital². The information is contrasted with the ethnic mix of patients at Barts Health (St Bartholomew's Hospital and the London Chest Hospital) and all cardiovascular centres across London. Each of these show a different profile that to a large extent reflects the ethnic mix of the local population served. In particular it is worth noting that the 63.5% of the patients at the Heart Hospital are classified as "White British" compared to 52.8% for London providers as a whole.

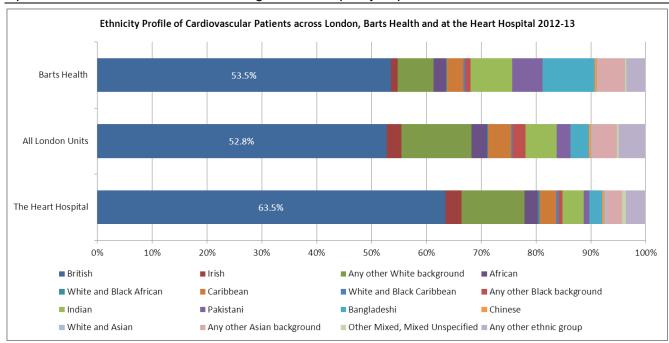
It is also worth noting that the number of patients seen in some of the ethnicity categories is small so it is difficult to reach definitive conclusions about these groups.

	The Heart Hospital	All London Units	Barts Health	The Heart Hospital	All London Units	Barts Health
British	2,642	32,399	4,164	63.5%	52.8%	53.5%
Irish	122	1,630	100	2.9%	2.7%	1.3%
Any other White background	478	7,835	509	11.5%	12.8%	6.5%
African	101	1,750	175	2.4%	2.9%	2.3%
White and Black African	12	136	14	0.3%	0.2%	0.2%
Caribbean	127	2,569	232	3.1%	4.2%	3.0%
White and Black Caribbean	18	172	29	0.4%	0.3%	0.4%
Any other Black background	28	1,459	76	0.7%	2.4%	1.0%
Indian	164	3,452	587	4.0%	5.6%	7.5%
Pakistani	42	1,534	430	1.0%	2.5%	5.5%
Bangladeshi	97	2,089	740	2.3%	3.4%	9.5%
Chinese	19	272	34	0.5%	0.4%	0.4%
White and Asian	16	142	12	0.4%	0.2%	0.2%
Any other Asian background	114	2,701	383	2.7%	4.4%	4.9%
Other Mixed, Mixed Unspecified	31	252	20	0.7%	0.4%	0.3%
Any other ethnic group	150	2,995	278	3.6%	4.9%	3.6%
Sub-Total	4,162	61,386	7,782	100.0%	100.0%	100.0%

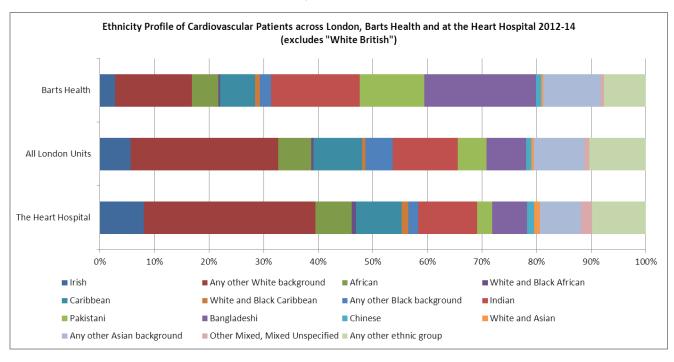
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² The source of this is the data collected by trusts and where a patient's details have not been collected this has been excluded.



The table below shows the same information but without the "White British" Category. This allows the mix of other ethnicities to be seen more clearly.



This shows that Barts Health already treats a wide ethnic mix of patients. The one group that features at the Heart Hospital that is less represented at the two Barts Health sites is the "Other White" category. Barts Health should investigate whether there are any special arrangements that should be put in place to accommodate this group.

4.6 Travel implications

The Heart Hospital and St Bartholomew's Hospital are around 2.5 miles apart. Both are located close to underground stations and both are within two underground stops from the main rail termini for north London (Kings Cross, St Pancras & Euston). The travel times analysis that for the large majority of patient that currently use the Heart Hospital journey times would be unaffected by the move to the Barts site.

A similar conclusion was reached regarding emergency ambulance journeys in discussion with the London Ambulance Service.

4.7 Conclusions

Key points:

- The proposals will result in care for a significant number of patients (c 5,000 per annum) shifting from the Heart Hospital to St Bartholomew's Hospital.
- The patients affected predominately come from north central London and Hackney, although 40% of patients are spread across the rest of London and the South East.
- There is no evidence of any group being disproportionately affected by the proposals.
- The improved outcomes forecast for these changes will contribute to closing health inequalities for deprived populations that have higher mortality rates for CHD.
- The location of the two sites is such that there are unlikely to be any access implications from the change of site. Although this will be tested further in the transport impact report.
- The ethnic mix of patients currently seen in the Heart Hospital is different from that seen at the two Barts Health sites; with the Heart Hospital having a smaller proportion of patients from black and minority ethnic (BME) groups

5 Impact Analysis: Specialised cancer services

5.1 Specialised cancer services in general

5.1.1 Proposed changes

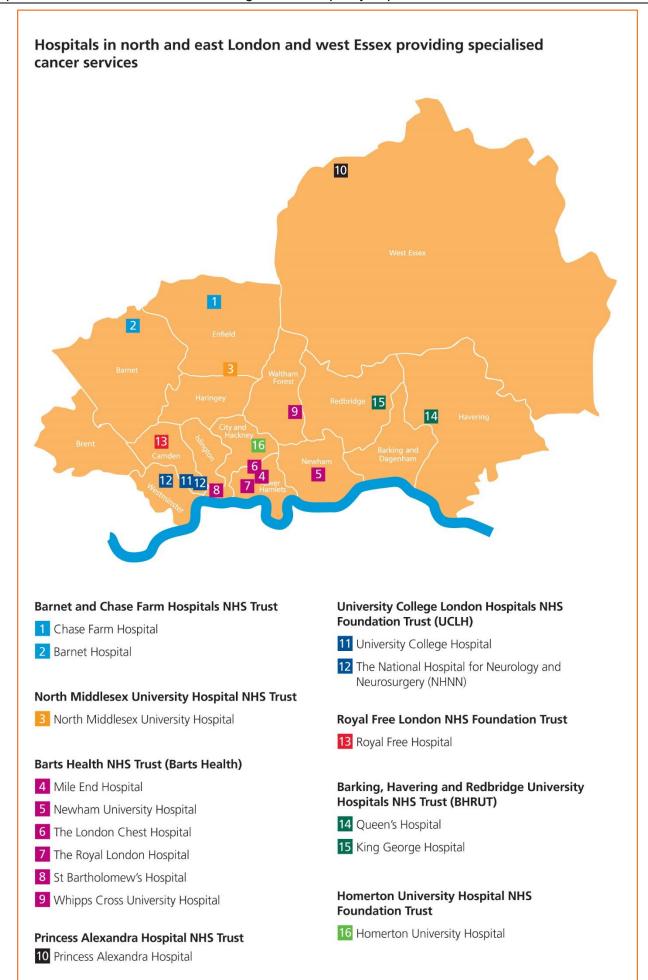
The changes proposed are concerned with:

- The treatment of rarer cancers (with the exception of prostate cancer)
- Specialised treatments or operations that are not appropriate or necessary for the majority of patients that are diagnosed with the specific type of cancer
- One element of a patient's treatment pathway. Much of the patient's care (outpatients, chemotherapy, radiotherapy) will take place in a more local unit

As a consequence the number of patients affected by these changes is small when considered next to the total number of patients being treated for each type of cancer.

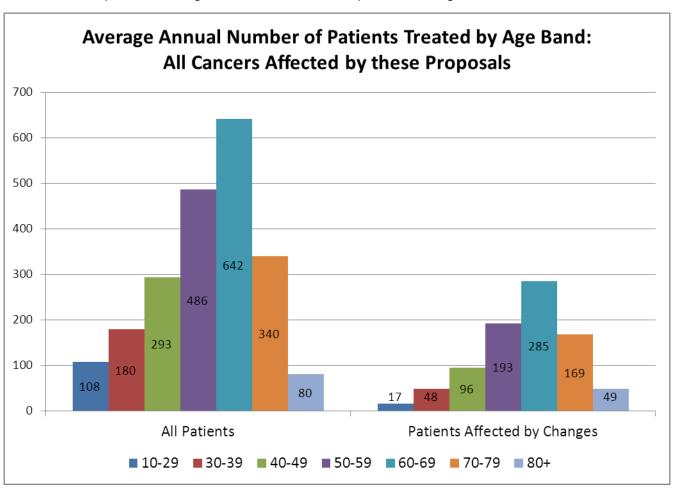
The sections that follow describe in more detail the impact of the proposed changes to each specialised cancer pathway.

In each pathway, the proposal is to reduce the number of sites that provide specialised cancer services and consolidate these into one or two centres. These consolidations will allow specialist centres to develop where the best clinical outcomes can be achieved. The map shows that specialised cancer services are currently provided at a number of sites across north and east London and west Essex.



5.1.2 Age profile

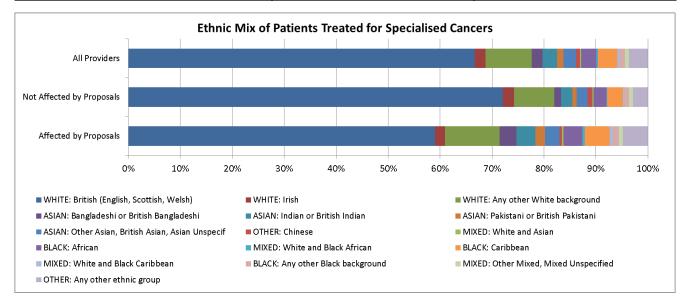
The graph below shows the patient numbers receiving these specialised treatments in age bands. Around 30% of patients are aged 60 to 70 and 75% of patients are aged 50 to 80.

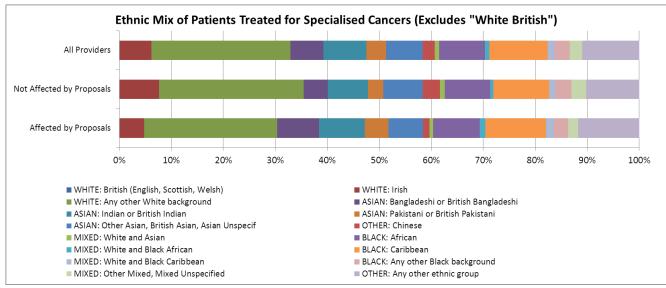


5.1.3 Ethnicity

The number of patients affected by the changes in each cancer pathway are relatively small which makes analysis of the ethnic mix of each pathway difficult. The table below shows the ethnic mx of all patients treated in the specialised cancer treatments under review.

Ethnic Mix of Patients Treated for Specialised Cancers Average Annual Spells 2010-11 to 2012-13							
All Specialised Cancers Affected	Affected by	Not Affected by Proposals	All Providers	Affected by	Not Affected by Proposals	All Providers	
WHITE: British (English, Scottish, Welsh) WHITE: Irish	489.5 16.2	857.3 25.4	1,346.8 41.6	59.0% 2.0%	72.1% 2.1%	66.7%	
WHITE: Any other White background	87.2	92.5	179.6		7.8%	2.1% 8.9%	
ASIAN: Bangladeshi or British Bangladeshi	27.2	15.2	42.4	3.3%	1.3%	2.1%	
ASIAN: Indian or British Indian	30.0	25.8	55.8	3.6%	2.2%	2.8%	
ASIAN: Pakistani or British Pakistani	15.5	9.9	25.4	1.9%	0.8%	1.3%	
ASIAN: Other Asian, British Asian, Asian Unspec	22.6	25.1	47.6	2.7%	2.1%	2.4%	
OTHER: Chinese	4.2	10.9	15.2	0.5%	0.9%	0.8%	
MIXED: White and Asian	2.5	3.2	5.6	0.3%	0.3%	0.3%	
BLACK: African	30.4	28.9	59.3	3.7%	2.4%	2.9%	
MIXED: White and Black African	3.9	2.1	6.0	0.5%	0.2%	0.3%	
BLACK: Caribbean	39.5	35.6	75.2	4.8%	3.0%	3.7%	
MIXED: White and Black Caribbean	4.9	3.9	8.8	0.6%	0.3%	0.4%	
BLACK: Any other Black background	9.5	10.2	19.8	1.1%	0.9%	1.0%	
MIXED: Other Mixed, Mixed Unspecified	6.7	9.5	16.2	0.8%	0.8%	0.8%	
OTHER: Any other ethnic group	39.9	33.9	73.8	4.8%	2.8%	3.7%	
Grand Total	829.8	1,189.4	2,019.2	100.0%	100.0%	100.0%	



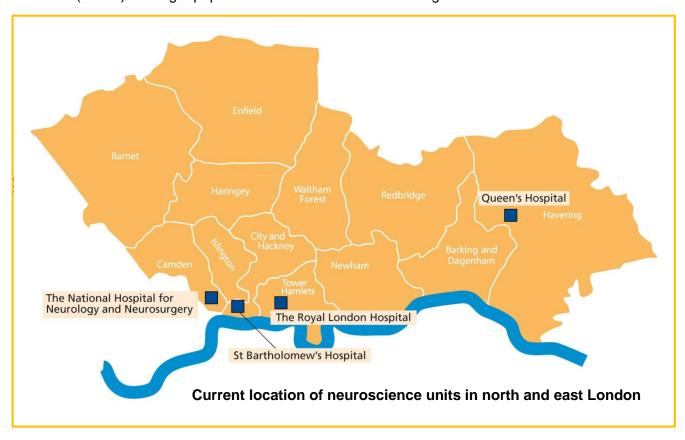


The tables above show that the majority of patients receiving specialised cancer treatment are in the "White British" category; reflecting the ethnic mix of the population served. The group affected by the proposals have a higher proportion of patients from ethnic minority groups than the group not affected by the proposals. This is probably a consequence of the geographical spread of the changes. In general the hospitals that are losing services are in the Boroughs in the east of London with a higher level of ethnic diversity.

5.2 Brain cancer

5.2.1 Proposed change

Currently there are three neuro-oncology centres in north and east London at the Royal London Hospital (Barts Health), Queen's Hospital (BHRUT) and the National Hospital for Neurological Diseases (UCLH) serving a population of over 3.9 million covering north and east London and Essex.

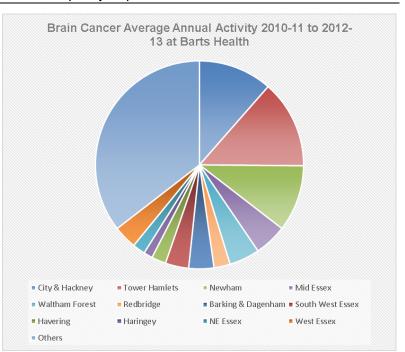


The proposal is for the service at the Royal London to be decommissioned with activity transferring to the other two units.

5.2.2 Patients affected

The Royal London Hospital treats around 126 patients a year for brain cancer. The pie chart below shows that 60% of these patients come from north east London although the Trust receives small numbers of referrals from across London and the Home Counties.

Brain Cancer Average Annual Activity						
2010-11 to 2012-13 at Barts Health						
Responsible PCT	Spells	%				
City & Hackney	14	11.5%				
Tower Hamlets	17	13.7%				
Newham	13	10.3%				
Mid Essex	6	5.0%				
Waltham Forest	6	4.7%				
Redbridge	3	2.5%				
Barking & Dagenham	5	3.9%				
South West Essex	5	3.6%				
Havering	3	2.2%				
Haringey	2	1.4%				
NE Essex	2	2.0%				
West Essex	5	3.6%				
Others	45	35.5%				
Total	126	100.0%				



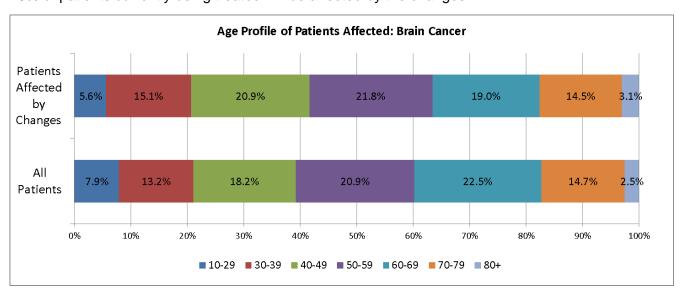
It is anticipated that 25% of patients currently receiving brain cancer surgery at the Royal London (those from Essex, Barking & Dagenham, Havering and Redbridge) will in future receive their treatment at Queen's Hospital (Romford) and the balance will transfer to the National Hospital for Neurological Diseases.

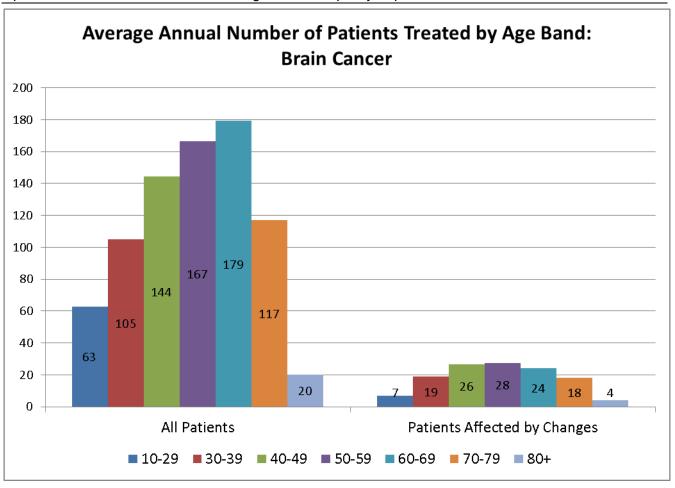
5.2.3 Age profile

The graph below shows that the age profile of the patients affected by the changes are broadly the same as the whole group receiving care.

Around 17% of patients receiving specialised treatment are aged 70 or older.

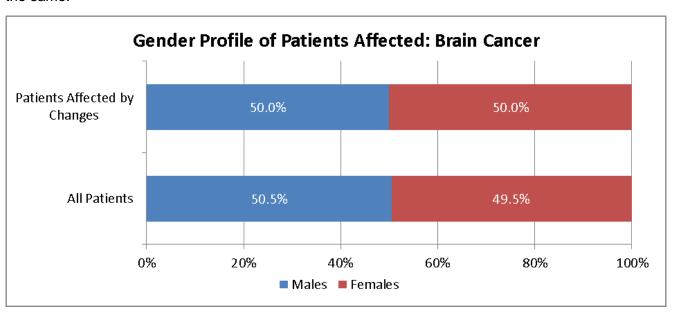
16% of patients currently being treated will be affected by the changes.





5.2.4 Gender

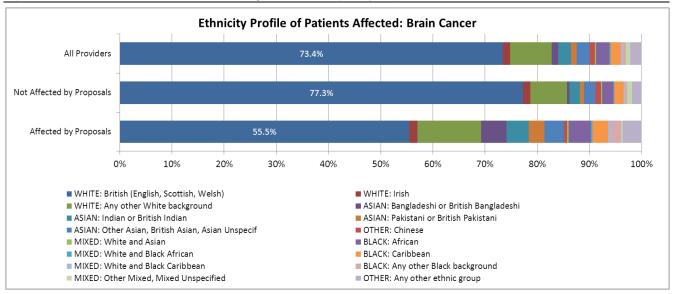
The graph shows that the gender profile of patients treated and the patients affected by changes is the same.



5.2.5 Ethnicity

The table below shows the ethnic mix of patients being treated at Barts Health that are affected by the proposals. This shows that patients at Barts Health are more likely to be from an ethnic minority, probably reflecting the ethnic mix of the local population.

Specialised Cancer & Cardiac Reconfiguration – Equality Impact Assessment



5.2.6 Travel implications

The National Hospital and the Royal London Hospital are around 4 miles apart. Both are located close to underground stations but neither have parking apart from disabled bays. For patients travelling from Hackney, Tower Hamlets, Waltham Forest and Newham, which make up 40% of the activity at the Royal London, there will be small increases to journey times; average journey time increases vary from 1 minute (Hackney) to 16 minutes (Waltham Forest).

20% of patients currently being treated at the Royal London Hospital live to the east of the hospital and are likely to be treated at Queen's Hospital in Romford in future. For these patients journey times are likely to be shorter and parking is available.

For other patients that currently travel to the Royal London from further afield journey times will be increased.

5.2.7 Conclusions

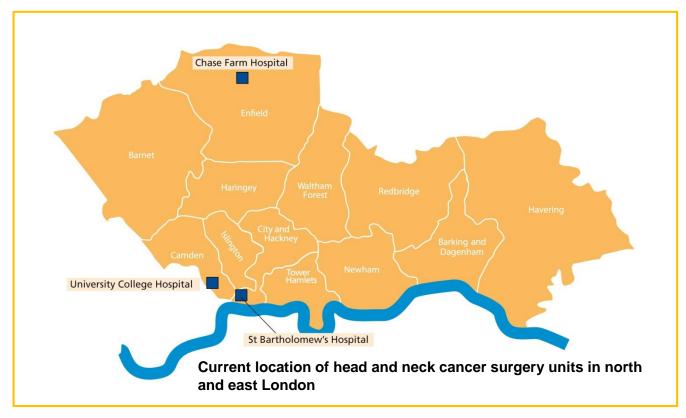
Key points:

- The proposals will result in care for a small number of patients (c 126 per annum) shifting from the Royal London Hospital. Around 75% of these will see their care move to the National Hospital and the balance shifting to Queen's Hospital (Romford).
- The patients affected predominately come from north east London, although 40% of patients are spread across the rest of London and the South East.
- There is no evidence of any group being disproportionately affected by the proposals.
- The location of the sites is such that there are unlikely to be any significant access implications from the change of site. Although this will be tested further in the transport impact report.
- There is a greater proportion of patients from BME groups currently seen at the Royal London Hospital.

5.3 Head and neck cancer

5.3.1 Proposed changes

Specialised head and neck cancer surgery is currently taking place at three centres; Chase Farm Hospital (Barnet & Chase Farm Hospitals Trust), UCLH and the Royal London Hospital (Barts Health Trust).



The proposal is to consolidate services to one site at UCLH. This will allow the national standard to be met of each unit serving at least 100 operations per year. This will allow for a number of improvements to the patient pathway:

- Sustaining dedicated facilities, 24/7 specialist medical, nursing and therapy support teams
- · Faster diagnosis and screening
- Patients offered all suitable treatment options and reconstruction
- Access to cutting-edge radiotherapy
- Local follow-up and enhanced recovery programmes

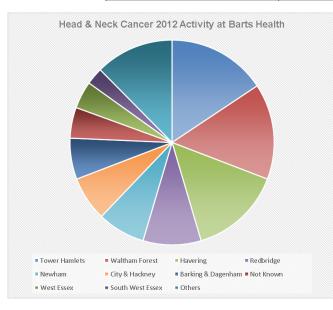
5.3.2 Patients affected

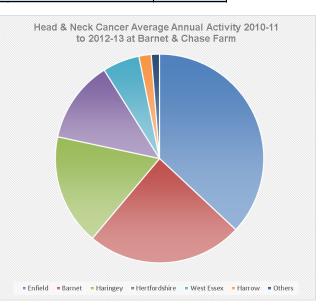
Patients currently being treated at the Royal London Hospital (Barts Health Trust) and at Barnet & Chase Farm Hospitals will be affected by this change.

Barts Health treat on average 206 patients annually. The majority of these (85%) come from north east London and west Essex. It is anticipated that most of this activity will transfer to UCLH.

Barnet & Chase Farm Hospitals treat 55 patients a year on average with 90% of this coming from the local area. It is anticipated that most of this activity will transfer to UCLH.

Head & Neck Cancer Average Annual Activity 2010-11 to 2012-13 at Barts Health						
Responsible PCT	Spells	Spells	Total	Proportion		
	Barnet &	Barts	Spells			
	Chase	Health				
	Farm					
Tower Hamlets	0	41	41	15.6%		
Waltham Forest	0	31	31	12.0%		
Newham	0	28	28	10.8%		
Enfield	20	1	22	8.2%		
City & Hackney	0	18	18	7.0%		
Havering	0	18	18	6.9%		
Redbridge	0	18	18	6.7%		
West Essex	3	11	14	5.3%		
Barnet	13	0	13	5.1%		
Hertfordshire	7	4	11	4.3%		
Barking & Dagenham	0	11	11	4.2%		
Haringey	10	1	11	4.0%		
Not Known	0	5	5	1.9%		
South West Essex	0	4	4	1.3%		
Others	2	16	17	6.6%		
Total	55	206	262	100.0%		





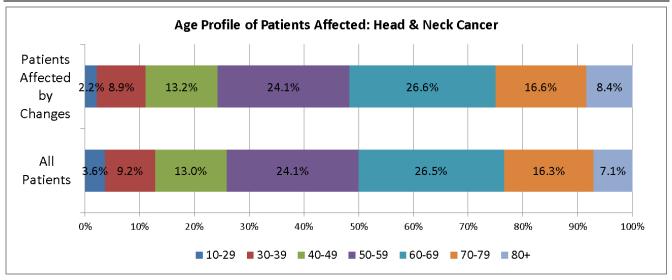
Taking the changes at both providers together, the changes will affect around 70% of all patients in north and east London that undergo specialised head and neck cancer surgery.

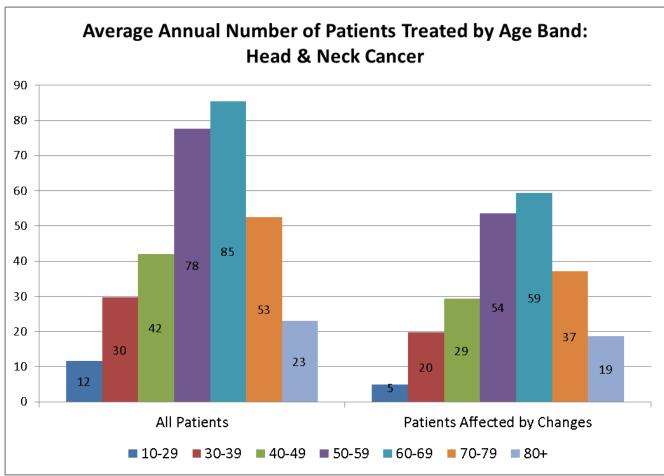
5.3.3 Age profile

The tables below show that the age profile of the patients affected by the changes is broadly the same as the age profile of all patients in north and east London that undergo specialised head and neck cancer surgery.

Around 60% of patients treated are over 60 years of age.

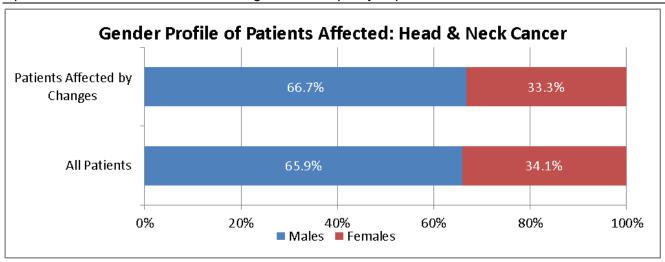
Specialised Cancer & Cardiac Reconfiguration - Equality Impact Assessment





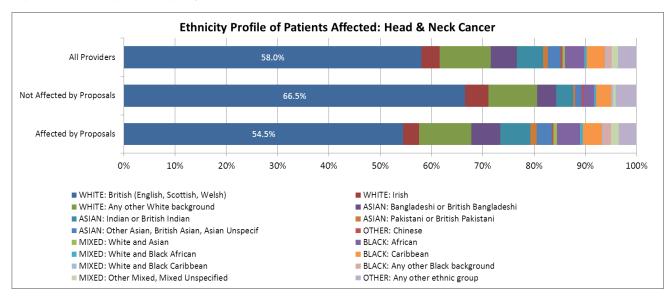
5.3.4 Gender

The table below shows that two thirds of the patients receiving specialised head and neck cancer surgery are men. This proportion is the same in the patients affected by the changes.



5.3.5 Ethnicity

The graph shows that 45% of patients that are affected by the proposed changes are from an ethnic minority. This compares to 32% at UCLH where the service will be consolidated. However the 45% represents 118 patients per year.



5.3.6 Travel implications

UCLH and the Royal London Hospital are around 3 miles apart. Both are located close to underground stations but neither have parking apart from disabled bays. For patients currently receiving care at the Royal London Hospital there will be small increases in travel times. The estimate is that these patients will experience an average increase in public transport journey times of 9 minutes. The impact is greater for patients who are local to the Royal London (Newham and Tower Hamlets) than for those who are already travelling from further afield.

For the patients who currently receive their care at Chase Farm Hospital who will journey to UCLH there is a greater impact on travel. With most of the patients living locally and parking at UCLH limited to disabled bays, travel by private transport will be more difficult and take on average 25 minutes longer. Travel by public transport is less impacted as rail links into central London are good and journey times increase on average do not change.

5.3.7 Conclusions

Key points:

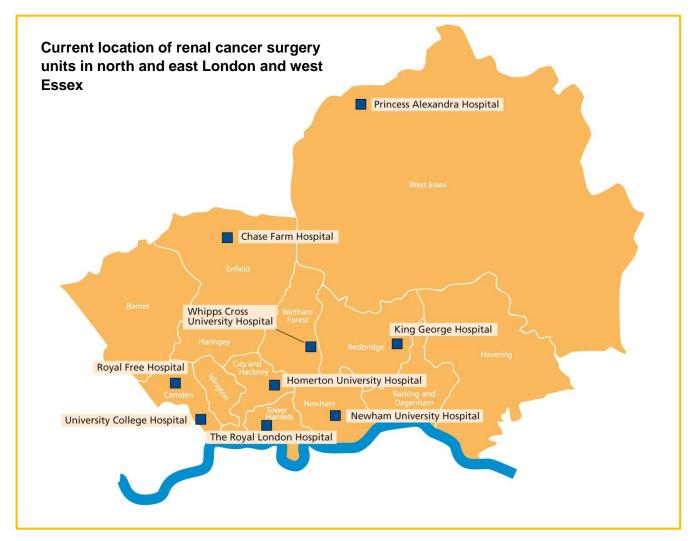
- The proposals will result in the care of a small number of patients (c 260 per annum) shifting to UCLH from the Royal London Hospital (c 205 per annum) and from Chase Farm Hospital (c 55 per annum)
- The patients affected predominately come from north and east London.
- There is no evidence of any group being disproportionately affected by the proposals.
- For those patients currently being treated at the Royal London Hospital, the location of the
 sites is such that there are unlikely to be any significant access implications from the change
 of site. For the smaller number of patients currently travelling from Enfield, Barnet and
 Hertfordshire to Chase Farm Hospital there will be longer journeys by private transport.
 Although this will be tested further in the transport impact report.
- There is a greater proportion of patients from BME groups currently seen at the Royal London Hospital than at UCLH.

5.4 Urological cancer: Renal

5.4.1 Proposed changes

There are currently around 400 new cases of renal cancer in north and east London each year; 300 of which need complex surgery. Renal cancer surgery has not been performed under the management of a Specialised Multi-Disciplinary Team (SMDT) so most acute hospitals with a urological specialty perform removal of cancerous kidneys.

There are nine hospitals in north and east London and west Essex that currently perform renal cancer surgery. The numbers of procedures done at each centre ranges from 10 - 72. Not all units perform partial kidney removal: a more complex procedure. Not all hospitals have access to latest technologies or have a full range of complementary services on site such as renal medicine or dialysis facilities.



The proposal is to consolidate all services onto one specialist centre at the Royal Free Hospital. The Royal Free has a full range of necessary supporting specialities including:

- Vascular surgery
- Liver and pancreatic surgery
- Renal medicine and dialysis
- 24-hour interventional radiology

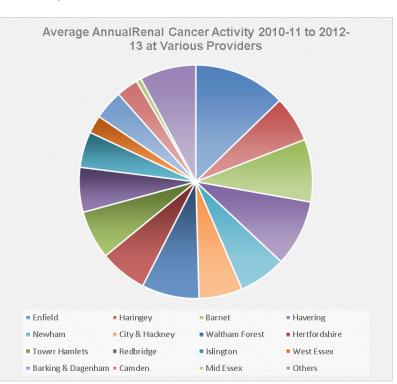
The Royal Free also has the ability to expand facilities in line with its strategy for renal diseases.

5.4.2 Patients affected

Only patients currently being treated for specialised renal cancer at the Royal Free Hospital are not affected by this change. The table below shows that based on the average number of operations over the last three years, around 200 patients a year will be affected by this change, which is 84% of all patients treated in the sector.

These patients are spread across all of the Boroughs in the sector.

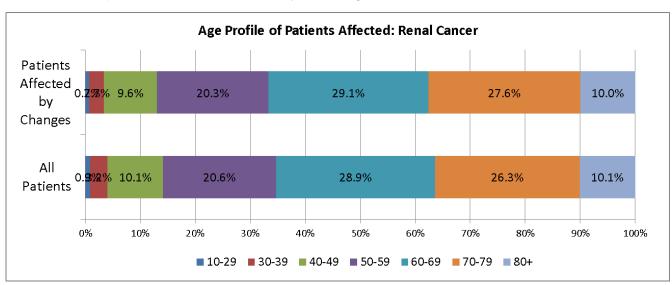
Average AnnualRenal Cancer Activity 2010- 11 to 2012-13 at Various Providers					
Responsible PCT	Spells	%			
Enfield	25	12.7%			
Haringey	13	6.4%			
Barnet	17	8.7%			
Havering	18	9.2%			
Newham	13	6.5%			
City & Hackney	12	6.0%			
Waltham Forest	16	8.0%			
Hertfordshire	13	6.5%			
Tower Hamlets	13	6.7%			
Redbridge	12	6.2%			
Islington	10	5.0%			
West Essex	5	2.5%			
Barking & Dagenham	8	4.1%			
Camden	6	3.0%			
Mid Essex	1	0.7%			
Others	16	7.8%			
Total	199	100.0%			

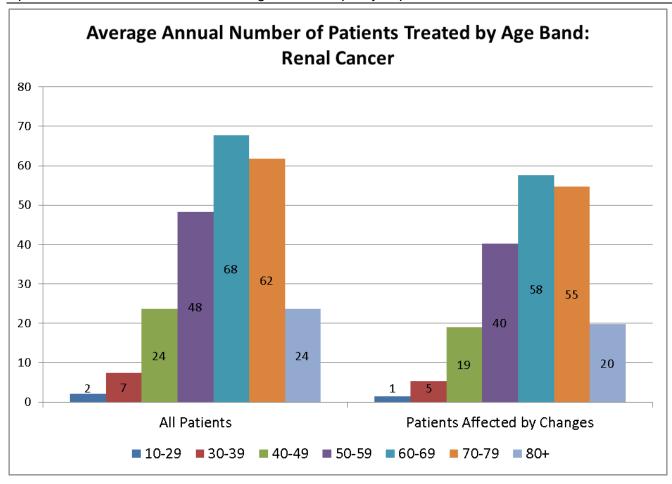


5.4.3 Age profile

The table below shows that the age profile of the patients affected by the changes is broadly the same as the age profile of all patients in north and east London that undergo specialised renal cancer surgery.

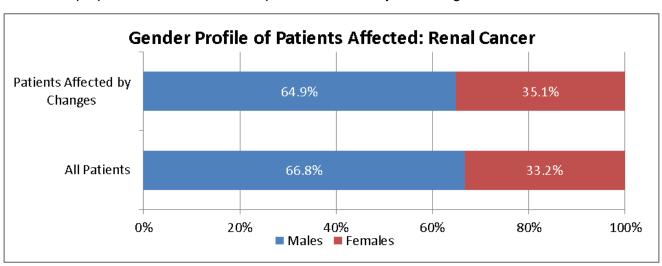
Around 65% of patients treated are over 60 years of age.





5.4.4 Gender

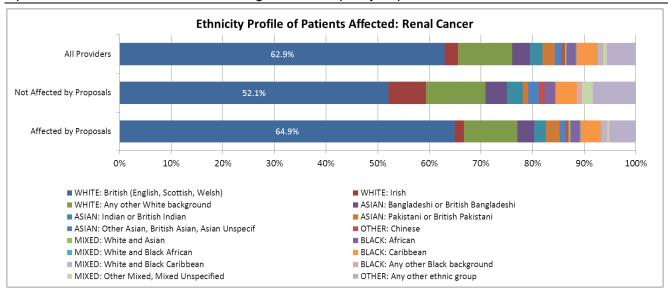
The table below shows that two thirds of the patients receiving specialised renal cancer surgery are men. This proportion is the same in the patients affected by the changes.



5.4.5 Ethnicity

The graph shows that 35% of patients affected by these changes will come from an ethnic minority. This compares to 48% of patients being treated at the Royal Free Hospital.

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5.4.6 Travel implications

Around 200 patients a year that currently would receive surgery at hospitals throughout north and east London will have their care transferred to the Royal Free Hospital. The Royal Free Hospital is located in Hampstead; it is close to underground and overground stations and a number of bus routes. The hospital also has public parking.

The travel impact for patients living in the west of the area is relatively minimal, so for the 50 patients a year that are currently treated at Chase Farm Hospital the average increase in journey time is about 7 minutes. This increases as one moves east; the 30 patients a year travelling from Redbridge, Barking & Dagenham or Havering, that currently use King George Hospital, will see journey times by increase by an average of 30 minutes by public transport and 60 minutes by private transport.

5.4.7 Conclusions

Key points:

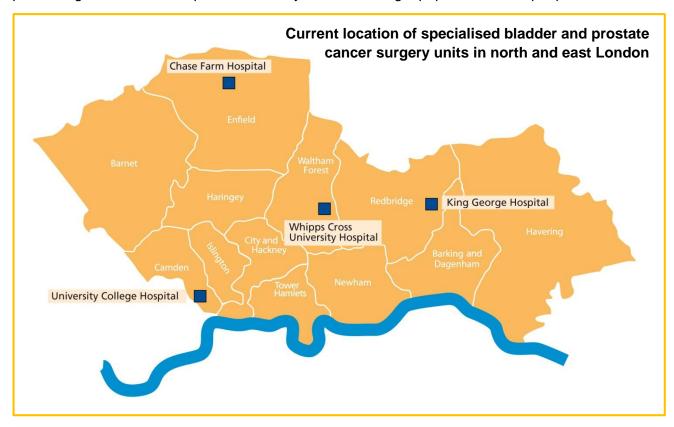
- The proposals will result in the care of a small number of patients (c 200 per annum) shifting to the Royal Free Hospital from a number of hospitals across the sector.
- The patients affected predominately come from north and east London.
- There is no evidence of any group being disproportionately affected by the proposals.
- Some patients from the east of the sector will have their public sector journey times increased by up to 30 minutes

5.5 Urological cancer: Specialised bladder and prostate surgery

5.5.1 Proposed changes

There are currently around 100 bladder cancer patients and 220 prostate cancer patients requiring complex surgery a year in north and east London.

There are currently four centres in the sector, although the service at Chase Farm Hospital is closed on safety grounds. The centres at Whipps Cross, King George and UCL hospitals each do between them 54-89 complex operations each year. Not all of these centres meet the national standards of performing more than 100 operations each year and serving a population of 1m people.



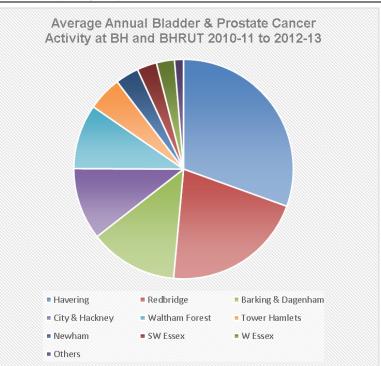
The proposal is to consolidate services at the King George Hospital (Ilford, BHRUT), Whipps Cross Hospitals (Barts Heath Trust) and Chase Farm Hospital (Barnet & Chase Farm Hospitals Trust) to UCLH.

5.5.2 Patients affected

The tables below show that around 133 patients a year will be affected by these proposals. This represents 64% of the patients currently being treated. These patients predominately live in the Boroughs of north east London particularly Havering and Redbridge. Of the Boroughs that are particularly affected by these changes only Hackney shows high incidence of prostate cancer.

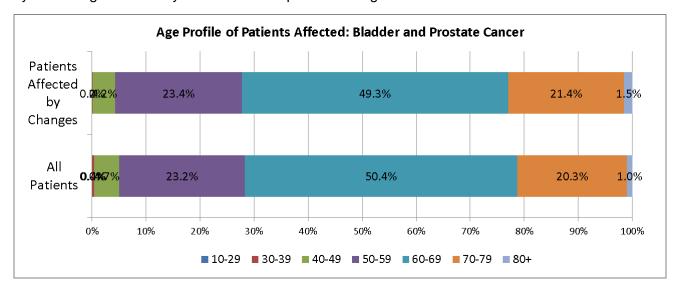
It is anticipated that around 98% of these patients will be treated at UCLH in future.

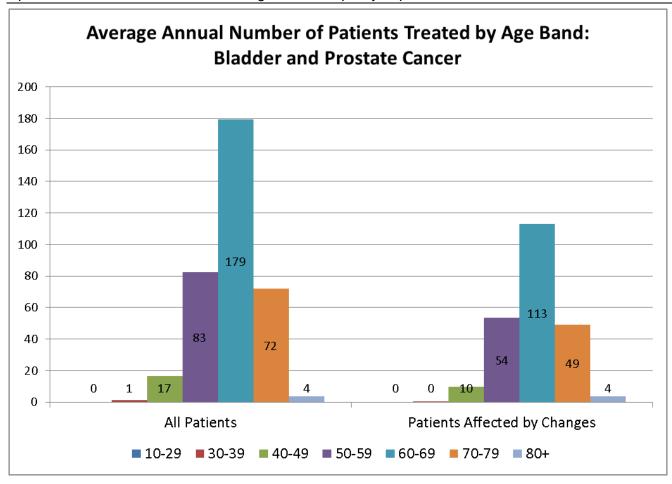
Average Annual Bladder & Prostate Cancer Activity at BH and BHRUT 2010-11 to 2012-13					
Responsible PCT	Spells	%			
Havering	41	30.5%			
Redbridge	28	21.0%			
Barking & Dagenham	17	13.0%			
City & Hackney	14	10.6%			
Waltham Forest	13	9.5%			
Tower Hamlets	7	5.0%			
Newham	5	3.4%			
SW Essex	4	2.9%			
W Essex	4	2.7%			
Others	2	1.3%			
Total	133	100.0%			



5.5.3 Age profile

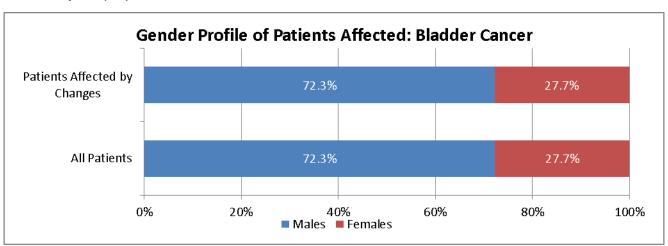
The table shows that 95% of patients receiving specialist surgery for prostate or bladder cancer are in the age band of 50 to 80; 50% are aged between 60 and 70. The age profile of the patients affected by the changes is broadly the same as all patients being treated.





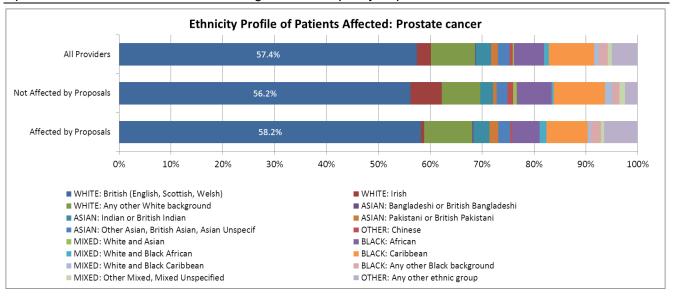
5.5.4 Gender

Prostate cancer affects only men. Additionally 72% of patients receiving specialist surgery for bladder cancer are men. The table shows that the gender profile is the same for all patients and the group affected by the proposals.



5.5.5 Ethnicity

The table below shows the ethnic mix of patients receiving specialised prostate cancer treatment. It shows no material difference between the group affect by the proposals and those not affected.



5.5.6 Travel implications

Around 90 patients that currently receive surgery at King George Hospital will have their care transferred to UCLH. Most of these patients live in Havering, Barking & Dagenham or Redbridge and these patients will have average increased journey times of 17 minutes by public transport or 60 minutes by private patients. The patients travelling from Havering will have the greatest increase in journey times.

A smaller number of patients (around 45 per annum) currently receive surgery at Whipps Cross Hospital and their care will transfer to UCLH. These patients mostly live in Waltham Forest and City & Hackney and these patients have only small increases to journey times. The average journey time increase for these patients is 4 minutes by public transport and 20 minutes by private transport.

5.5.7 Conclusions

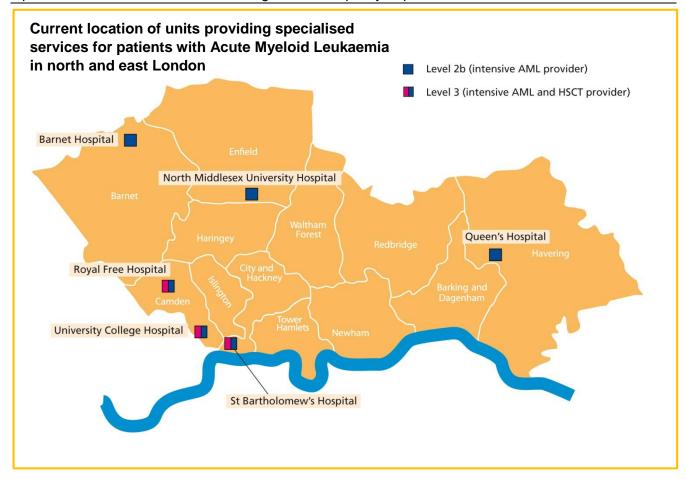
Key points:

- The proposals will result in the care of a small number of patients (c 130 per annum) shifting to the UCLH from Whipps Cross and King George Hospitals.
- The patients affected predominately come from east London (Havering, Redbridge, Barking & Dagenham and City& Hackney.
- There is no evidence of any group being disproportionately affected by the proposals.
- Some patients from the east of the sector will have their public sector journey times increased by an average of 17 minutes (public transport) or 60 minutes (private transport).

5.6 Haematopoietic stem cell transplantation

5.6.1 Proposed changes

Currently north and east London has three centres; the Royal Free Hospital, UCLH and Barts Health, each treating between 50 and 130 new patients each year with stem cell transplants. The recommended standard is that a centre should do 100 transplants each year.

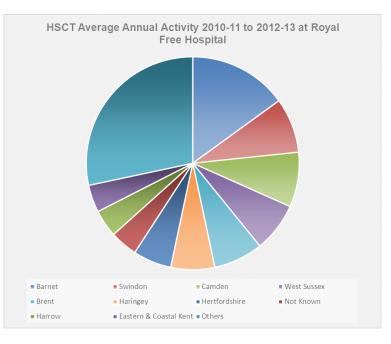


The proposal is to decommission the service at the Royal Free Hospital with activity shifting to the other two units.

5.6.2 Patients affected³

The tables below show that the Royal Free Hospital attracts patients from a wide geographical area: the 120 patients treated over the last three years came from 30 different PCTs from as wide afield as Dorset, Cheshire and Kent.

HSCT Average Annual Activity 2010-11 to 2012-13 at Royal Free Hospital			
Responsible PCT	Patients	%	
Barnet	6	14.6%	
Swindon	4	8.7%	
Camden	4	8.7%	
West Sussex	3	7.4%	
Brent	3	7.8%	
Haringey	2	5.6%	
Hertfordshire	2	5.5%	
Not Known	2	4.3%	
Harrow	2	4.3%	
Eastern & Coastal Kent	2	4.3%	
Others	12	28.7%	
Total	41	100.0%	



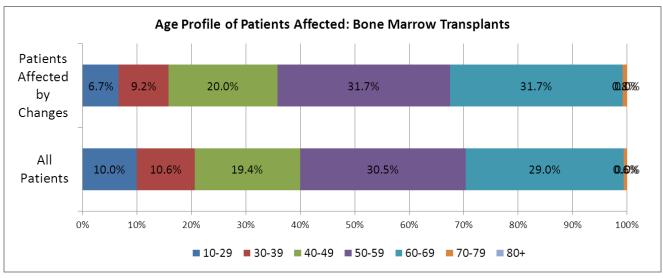
³ Data used is the number of new *patients* treated in a year. Elsewhere *spells* have been used as the units of data, however treatment for blood cancers can often involve several spells in hospital for each patient.

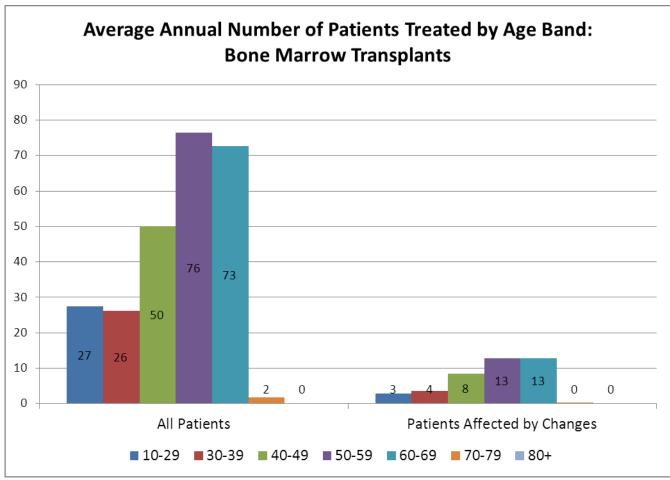
The average of 41 patients a year represents 16% of the patients treated in the three north and east London centres.

Current estimates are that 64% of this activity would transfer to UCLH and 24% to Barts Health.

5.6.3 Age profile

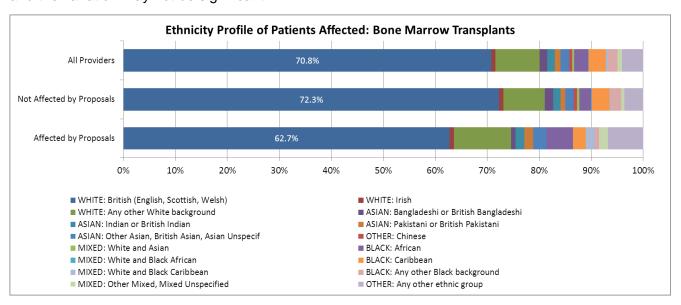
The age profile shows that 80% to 85% of the patients treated for HSCT are aged between 40 and 70. The table shows that the age profile of patients at the Royal Free is marginally older than the total group, however the numbers are small and this is not significant.





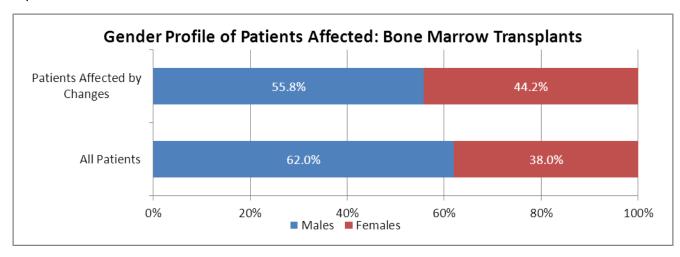
5.6.4 Ethnicity

The graph shows that 33% of patients affected by the proposals are from a minority ethnic group, which compares to 29% for patients as a whole. However this represents a small number of patients and the variation may not be significant.



5.6.5 Gender

The table shows that 62% of patients treated for HSCT are men. The proportion is slightly lower for the Royal Free Hospital although the total number is small so this may not be significant or representative.



5.6.6 Travel implications

Around 40 patients a year that currently have their treatment at the Royal Free Hospital will transfer to either UCLH or St Bartholomew's Hospital. These patients come from Boroughs all over London and the Home Counties so it is difficult to predict what the impact on travel times will be. However UCLH and St Bartholomew's are both well located in central London and accessible by public transport from all of London. The travel impact will be minimal for most patients.

5.6.7 Conclusions

Key points:

 The proposals will result in the care of a small number of patients (c 40 per annum) shifting from the Royal Free Hospital to either UCLH or St Bartholomew's Hospital.

- Based on the activity of the last three years the patients affected come from across London and the Home Counties
- There is no evidence of any group being disproportionately affected by the proposals.
- There will be only minimal impact on journey times.

5.7 Acute myeloid leukaemia (level 2b)

5.7.1 Proposed changes

There are currently six level 2b acute myeloid leukaemia centres providing intensive treatment (see map in section 5.6.1). The six units are:

- Queens Hospital (BHRUT)
- North Middlesex Hospital
- Barnet Hospital (Barnet & Chase Farm)
- St Bartholomew's Hospital (Barts Health)
- The Royal Free Hospital
- UCLH

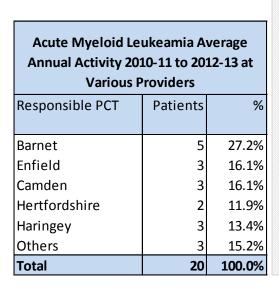
The numbers of new patients a year treated at each centre varies from 1 a year (NMH) to 50 a year at Barts Health. The recommended standard is that each unit should be treating 10 new patients a year.

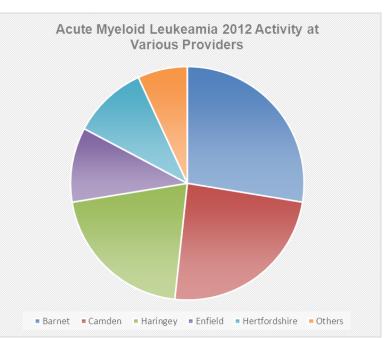
The proposal is that the units at North Middlesex, Barnet and the Royal Free Hospitals should be decommissioned.

5.7.2 Patients affected4

Taken together, the three units to be decommissioned treat 20 new patients a year. Most of these patients come from five PCTs and are local to the units affected. The 20 patients a year represent 19% of the patients treated in units in north and east London.

Current estimates are that most of the activity would transfer to UCLH with 2 patients a year going to Barts Health or another provider.

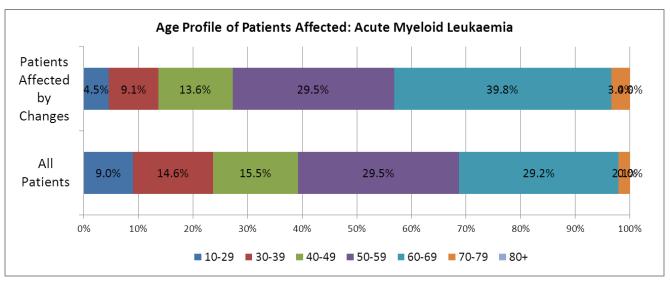


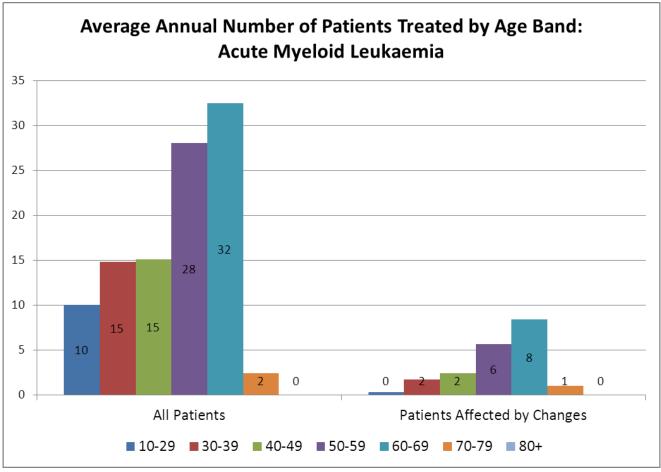


⁴ Data used is the number of new *patients* treated in a year. Elsewhere *spells* have been used as the units of data, however treatment for blood cancers can often involve several spells in hospital for each patient.

5.7.3 Age profile

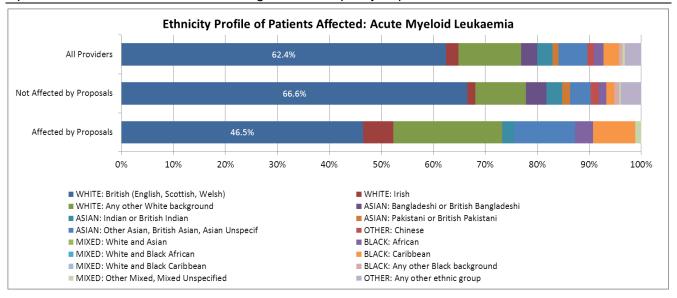
The table below shows that across all units the age profile shows that around 60% of patients treated intensively for AML are aged 50 to 70. The profile for the group of patients affected by the proposals would indicate that there are slightly more patients in the 60 to 70 band. However the numbers are small and this is not a significant variation and may not be representative.





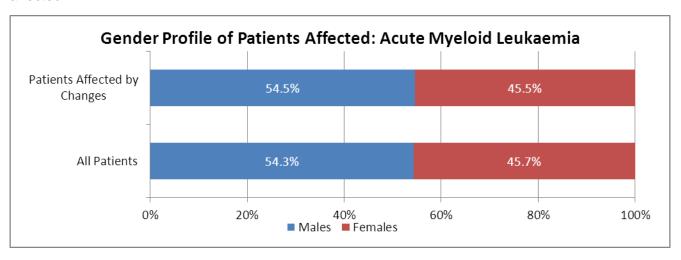
5.7.4 Ethnicity

The graph shows that 54% of patients affected by the proposals are from an ethnic minority group compared to 33% for the group not affected. However the numbers involved are very small and this may not be statistically significant.



5.7.5 Gender

The table below shows that 55% of patients treated are men. The profile is the same for the patients affected.



5.7.6 Travel implications

The proposals affect around 20 patients a year who live in the north of the sector. Care for these patients will transfer to ULCH or St Bartholomew's Hospital. The impact on journey times will be small with many journey not increasing at all and the average public transport journey time increasing by less than 10 minutes. However with such a small number of patients it is difficult to be accurate in this assessment.

5.7.7 Conclusions

Key Points:

- The proposals will result in the care of a small number of patients (c 20 per annum) transferring to either UCLH or St Bartholomew's Hospital.
- Based on the activity of the last three years the patients affected come from north London and Hertfordshire
- There is no evidence of any group being disproportionately affected by the proposals.
- There will be only minimal impact on journey times.

5.8 Oesophago-gastric cancer

5.8.1 Proposed changes

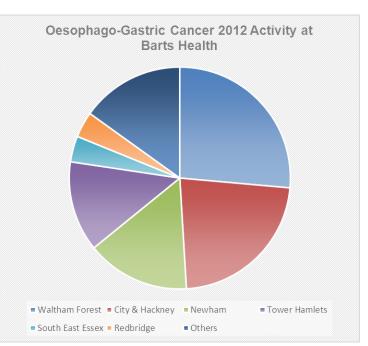
Around 25% of patients with oesophago-gastric cancer will require specialist surgery. Currently there are three centres in north and east London offering this type of surgery, Queen's Hospital (BHRUT), UCLH and the Royal London (Barts Heath). On average, in the last three years there were around 130 patients a year requiring this surgery at the three units, with each unit treating 35 to 55 patients each year.

The recommended standard is that each unit should be performing at least 60 operations a year. The proposal is that in the medium term there should be two centres and the service operated by Barts Health should be decommissioned.

5.8.2 Patients affected

The unit at St Bartholomew's Hospital treated 53 patients in 2012⁵. 75% of these patients came from the four PCTs local to the Royal London. These 53 patients represent 39% of the patients treated at the three units.

Oesophago-Gastric Cancer 2012 Activity at Barts Health		
Responsible PCT	Spells	%
Waltham Forest	14	26.4%
City & Hackney	12	22.6%
Newham	8	15.1%
Tower Hamlets	7	13.2%
South East Essex	2	3.8%
Redbridge	2	3.8%
Others	8	15.1%
Total	53	100.0%



Estimates are that around 90% of the patients affected will in future be treated at UCLH and 6% at BHRUT.

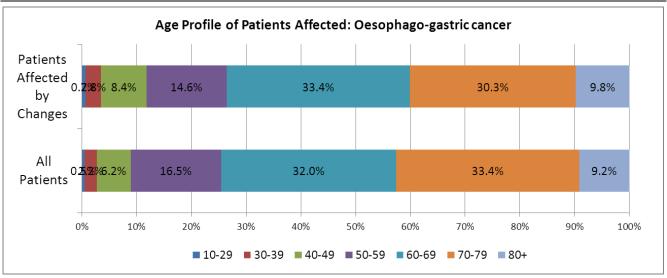
5.8.3 Age profile

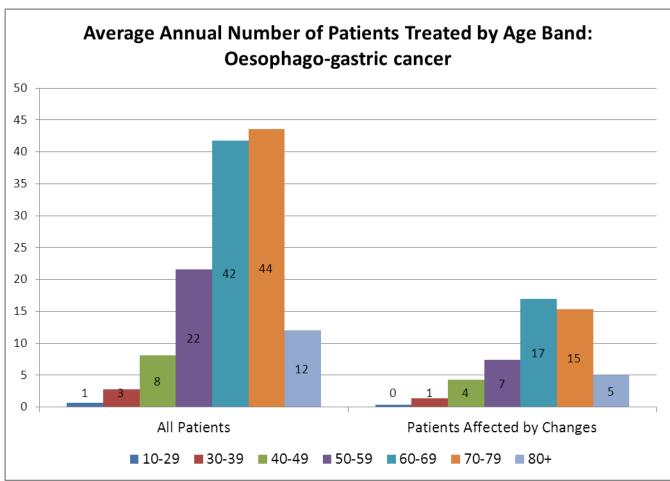
The table shows that 75% of patients undergoing specialised surgery for oesophago-gastric cancer are 60 or older. The profile for the patients at Barts Health is broadly the same as for all patients.

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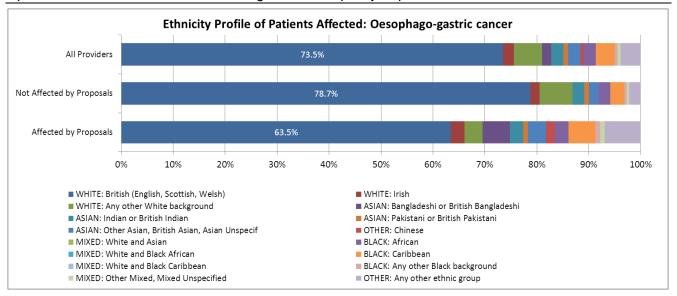
⁵ Numbers shown are for the last calendar year rather than the average of three years that has been used for the other tables. Numbers of patients treated changed significantly in 2011-12 when the new unit in Colchester opened. Prior to that patients from Essex formed a large proportion of the patients treated at the Royal London.





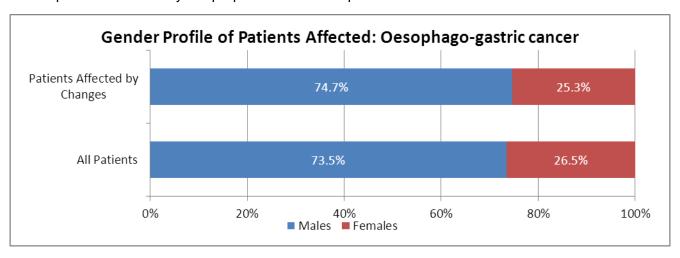
5.8.4 Ethnicity

The graph shows that 46% of patients affected by the proposals are from an ethnic minority group compared to 22% for the group not affected. However the numbers involved are small.



5.8.5 Gender

The table shows that around 75% of patients treated are men. This is the same proportion for Barts Health patients affected by the proposals and for all patients.



5.8.6 Travel implications

In 2012 53 patients received surgery at the Royal London Hospital. Under the proposed changes 45 of these would have been treated at UCLH and eight patients would have been treated at Queen's Hospital (Romford).

UCLH and the Royal London Hospital are around 3 miles apart. Both are located close to underground stations but neither have parking apart from disabled bays. For patients currently receiving care at the Royal London Hospital there will be small increases in travel times. The estimate is that these patients will experience an average increase in public transport journey times of 6 minutes. The impact is greater for patients who are local to the Royal London (Newham and Tower Hamlets) than for those who are already travelling from further afield.

The small number of patients whose care will transfer to Queen's Hospital are residents of Essex or Redbridge and their average journey times will not change.

5.8.7 Conclusions

Key Points:

- The proposals will result in the care of a small number of patients (c 50 per annum) from the Royal London Hospital to either UCLH or Queen's Hospital.
- Based on the activity of the last three years the patients affected come from east London and Essex
- There is no evidence of any group being disproportionately affected by the proposals.
- There will be only minimal impact on journey times.

6 Conclusions and recommendations

6.1 Cardiovascular services

Key findings:

- The proposals will result in care for a significant number of patients (c 5,000 per annum) shifting from the Heart Hospital to St Bartholomew's Hospital.
- The patients affected predominately come from north central London and Hackney, although 40% of patients are spread across the rest of London and the South East.
- There is no evidence of any group being disproportionately affected by the proposals.
- The improved outcomes forecast for these changes will contribute to closing health inequalities for deprived populations that have higher mortality rates for CHD.
- The location of the two sites is such that there are unlikely to be any access implications from the change of site. Although this will be tested further in the transport impact report.
- The ethnic mix of patients currently seen in the Heart Hospital is different from that seen at the two Barts Health sites; with the Heart Hospital having a smaller proportion of patients from black and minority ethnic (BME) groups.

6.2 Specialised cancer services

Key findings:

- The changes will result in fewer providers of services.
- The numbers of patients affected are relatively small.
- The patients affected by these proposed changes are spread across London and Essex. For those services that involve moving the provider from an outer London provider (Queen's Hospital, Chase Farm Hospital) to an inner-London provider (UCLH, Royal Free) there will be a travel impact on patients. However the numbers of patients affected are small.
- Most of the patients affected are in the age band 50 to 80 years of age.
- For most of the patients pathways the group of patients affected have a greater proportion from BME groups although this reflects the different populations served.
- There is no evidence of any group being disproportionately affected by the proposals.

6.3 Recommendations

1. The consolidation of services should be planned in such a way that the receiving organisation is sensitive to the needs of the population that will in future be using the new facilities. This principle should be built into the implementation plans and reflected in both the physical design of premises, the way that staff are encouraged and trained to behave, and in the culture of the organisation. Organisations should consider whether any changes proposed could have a negative effect on equality and work to mitigate any effect.

- 2. Providers could consider whether there should be any mitigation introduced for cancer patients with increased long or difficult journeys.
- 3. In the next engagement process (May-June 2014) the findings of this report should be tested with stakeholders. Every effort should be made to get views on the proposals from groups identified as likely to be the most impacted by the proposals. Also the engagement process should be used as an opportunity to obtain views from groups where the analysis in this report has been limited by a shortage of information (impact on people with disabilities, religion, sexual orientation and gender reassignment).
- 4. Providers should be mindful of their duties in respect of equalities. Providers should:
 - Collect and publish information covering all equality groups
 - Be proactive in addressing the cultural needs of patients and staff
 - Empower staff and patients with the knowledge, skills, organisational leadership and commitment to achieve a human rights-based approach.