

## EQUALITY IMPACT ASSESSMENT - RESULTS

<b>Title of Policy</b>	Dental Student Intake 2013-14
<b>Summary of aims and desired outcomes of Policy</b>	The purpose of this policy is to set the correct ratio of intake of student dentists for the period 2013-14. The desired outcome is to ensure the provision of the correct numbers of trained dentists. Making them available in the right place and at the right time. This contributes to the national outcome “We live longer, healthier lives”
<b>Directorate: Division: team</b>	Health Workforce Directorate: Workforce Planning Division: Planning and Development

### Executive summary

This policy relates to the setting of numbers of dental students recruited to train, and therefore fulfil the future demand for qualified dental specialists, required by NHSScotland and the People of Scotland. The numbers required are based on forecasted demand, course places are arranged by NES, access to the course is based on suitable educational attainment. Equality impact is considered as part of the Workforce Planning Framework, within Scotland., which requires workforce planning to be undertaken at local, regional and national level. Development is currently undertaken as part of the evolution of the policy. This will continue as the policy develops, with due care and consideration being given to equality, as current with Scottish Government directives. The main subject groups

effected are covered by other additional Equality polices, resulting in a "light touch" future monitoring of this EQIA.

## **Background**

The core aim of this policy is to ensure the number of dental students in training accurately reflect future needs for qualified dentists required to provide the People of Scotland with appropriate dental health support. This contributes to the national outcome "We live longer, healthier lives". While dentist numbers within NHSScotland will be subject to, and regulated by NHSS Workforce Planning Tools, dentists operating in the private sector are not controlled in this way. Market forces, supply and demand and fiscal demographics contribute to the size and success of private practices. However the nature of the policy determines the same 4 groups, (pre-registration students, NES & NHSScotland Boards, private dental practise and prospective patients) are effected. The information which forms this EQIA was gathered from colleagues in ASD, Workforce Planning team and ultimately NES and NHSScotland.

## **The Scope of the EQIA**

The foundation of data which informed this EQIA was gathered from staff engagement forms, completed when staff join or change organisations within NHSScotland. It should be noted that completion of these forms is optional and not mandatory. However, the policy covers numbers of student Dental degree places, the access to these places is via the required educational attainment, and therefore not influenced by the characteristics defined in EQIA.

## **Key Findings**

This policy relates to the settling of numbers of Dental students recruited to train, and therefore fulfil the future demand for qualified dentists, required by NHSScotland and the People of Scotland. The numbers required are based on forecasted demand, course places are supplied by NES, access to the course is based on suitable educational attainment. Equality impact is

considered as part of the Workforce Planning Framework, within Scotland, which requires workforce planning to be undertaken at local, regional and national level.

### **Recommendations and Conclusion**

Development is currently undertaken as part of the evolution of the policy. This will continue, with due care and consideration being given to equality within future development, as current with Scottish Government directives. EQIA has ensured policy planners and deliverers are cognisant of equality issues which may arise through a failure to consider this aspect of the impact of the policy and contributes towards the national outcome "We have tackled the significant inequalities in Scottish society."