

Accredited Registers Impact Assessment

Accredited Register: Register for Clinical Technologists (RCT)

Type of Review: Full Assessment

Period under review: January 2023 to January 2024

Date Approved for Panel: 20 January 2024

Introduction

Before we make a decision about accreditation, we undertake an impact assessment to understand likely effects on different groups, and the wider health system. We begin to gather the information required for the impact assessment when a Register first applies for accreditation. We consider any changes to impacts when we renew accreditation, and when taking other decisions that affect accreditation status such as imposing Conditions or suspension.

A key part of the impact assessment is consideration of equalities. The Equality Act 2010 imposes a legal duty, the Public Sector Equality Duty on all public bodies to consider the equality impact of its policies and decision making. The duty is known as the Equality Duty and it requires a public authority, in the discharge of its function to consider the following three aspects which form the basis of the duty:

- Consider the impact and eliminate unlawful (direct or indirect) discrimination and any other conduct prohibited under the Equality Act 2010.
- Advance equality of opportunity between people with protected characteristics and those who do not share these characteristics
- Foster good relations between people with protected characteristics and those who do not share these characteristics.

This means that public bodies must consider equality impact on individuals protected under the Equality Act 2010 in carrying out their work. The Authority, therefore, needs to be always mindful of the public duty when carrying out its oversight role which includes the approving of registers. It needs to have 'due regard' to the needs to balance the three aspects which make up the Equality Duty when achieving its goals.

The Equality Impact Assessment is an important tool/mechanism for demonstrating 'due regard' through the consideration of evidence and analysis, actual and potential to identify positive and/or adverse impacts. The key groups we need to consider when making our decisions are, sex, age, ethnicity, disability, religion and belief, sexual orientation, gender reassignment, marriage and civil partnership, pregnancy, and maternity.

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Impacts

Equalities impacts - summary

The RCT has not historically collected data about the protected characteristics of its registrants. It does however plan to start collecting this data with the implementation of a new CRM system. This should help the RCT understand the demographic of its register and any potential equalities impacts.

The RCT has an *Equality, Diversity and Inclusion Policy* which is published on its [website](#) which states 'The RCT recognises and values the importance of diversity in its registrants. The RCT actively promotes the richness that diversity brings and takes the commitment to equal opportunities seriously. The RCT bases its relationships with registrants, partners and other stakeholders on mutual respect and appreciation of individual differences.'

Impacts on groups with protected characteristics

Age

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Disability

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Gender reassignment

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

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Marriage and civil partnership

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Pregnancy and maternity

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Neutral	People who are pregnant	Currently, there is limited information about sonography on the RCT's website. This means that opportunities to make sure people choosing sonography services such as baby scanning are well informed, particularly when doing so from private clinics, may be missed.	Condition Nine issued, requiring the RCT to publish information for the benefit of the public.	31.01.2024

Race

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Religion or belief

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Sex

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

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Sexual orientation

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified

Cost and market impacts – summary

No adverse impacts identified.

Social and environmental impacts – summary

Accreditation through the programme provides employers with further reassurance that practitioners have met its registration standards including education and training.

There is no evidence of any environmental impacts.

Decision

The Accreditation Panel determined that overall, it is in the public interest to accredit the RCT. Condition Nine, requiring the RCT to publish information about sonography, should support informed choice by members of the public. This could particularly benefit people choosing services from private baby clinics, which is an area of risk identified by the PSA in 2019¹ as well as other stakeholders (for example see BBC, 2020²).

¹ [right-touch-assurance-for-sonographers---a-report-for-health-education-england.pdf \(professionalstandards.org.uk\)](#)

² [Private baby scans show 'incredibly poor practice' - BBC News](#)