

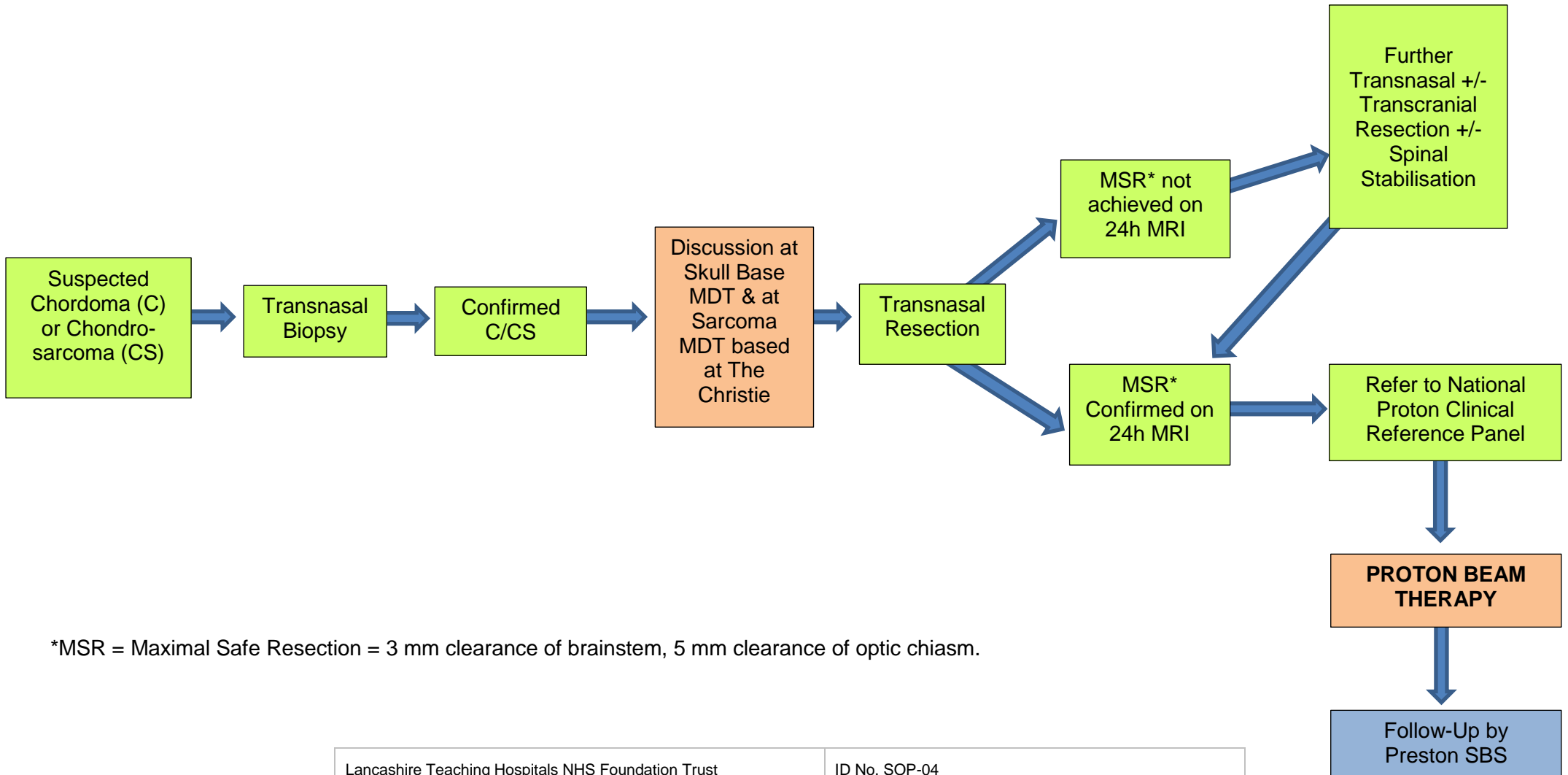


DOCUMENT TYPE: Standard Operating Procedure		UNIQUE IDENTIFIER: SOP-04	
DOCUMENT TITLE: Referral Pathway for Proton Beam Therapy		VERSION NUMBER: 1	
SCOPE: Trust Wide		STATUS: Draft	
AUTHOR: Gareth Roberts		JOB TITLE: Consultant Neurosurgery	CLASSIFICATION: Departmental
REPLACES: Referral Pathway for Proton Beam Therapy		DIVISION: Medicine	DEPARTMENT: Neurosurgery
VALIDATED BY: Division of Medicine		HEAD OF DEPARTMENT: David Shakespeare	
RATIFIED BY: Procedural Documents Ratification Group		DATE: 06 March 2018	
(NOTE: Review dates may alter if any significant changes are made).		DATE: 06 March 2018	
WHICH PRINCIPLES OF THE NHS CONSTITUTION APPLY? Click here for guidance on Principles		WHICH STAFF PLEDGES OF THE NHS CONSTITUTION APPLY? Click here for guidance on Pledges	
<ul style="list-style-type: none"> 1. The NHS provides a comprehensive service, available to all. <input type="checkbox"/> 2. Access to NHS services is based on clinical need, not an individual's ability to pay. <input checked="" type="checkbox"/> 3. The NHS aspires to the highest standards of excellent and professionalism. <input checked="" type="checkbox"/> 4. The patient will be at the heart of everything the NHS does. <input type="checkbox"/> 5. The NHS works across organisational boundaries. <input checked="" type="checkbox"/> 6. The NHS is committed to providing best value for taxpayers' money. <input type="checkbox"/> 	<p>Tick those which apply</p>	<ul style="list-style-type: none"> 1. Provide a positive working environment for staff and to promote supportive, open cultures that help staff do their job to the best of their ability. <input type="checkbox"/> 2. Provide all staff with clear roles and responsibilities and rewarding jobs for teams and individuals that make a difference to patients, their families and carers and communities. <input checked="" type="checkbox"/> 3. Provide all staff with personal development, access to appropriate education and training for their jobs, and line management support to enable them to fulfil their potential. <input type="checkbox"/> 4. Provide support and opportunities for staff to <input type="checkbox"/> 	<p>Tick those which apply</p>
REVIEW DATE: Click here to enter a date.			

Lancashire Teaching Hospitals NHS Foundation Trust		ID No. SOP-04
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Referral Pathway for Proton Beam Therapy

Indicator 007



*MSR = Maximal Safe Resection = 3 mm clearance of brainstem, 5 mm clearance of optic chiasm.

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Appendix 1

Equality, Diversity & Inclusion Impact Assessment Form

Department/Function	Neurosurgery			
Lead Assessor	Interim Director of Governance			
What is being assessed?	Introduction of SOP and Guidelines			
Date of assessment				
What groups have you consulted with? Include details of involvement in the Equality Impact Assessment process.	Equality of Access to Health Group	<input type="checkbox"/>	Staff Side Colleagues	<input type="checkbox"/>
	Service Users	<input type="checkbox"/>	Staff Inclusion Network/s	<input type="checkbox"/>
	Personal Fair Diverse Champions	<input type="checkbox"/>	Other (Inc. external orgs)	<input type="checkbox"/>
	Please give details: Skull based Peer review is managed by an external assessment team.			

1) What is the impact on the following equality groups?		
Positive:	Negative:	Neutral:
<ul style="list-style-type: none"> ➤ Advance Equality of opportunity ➤ Foster good relations between different groups ➤ Address explicit needs of Equality target groups 	<ul style="list-style-type: none"> ➤ Unlawful discrimination, harassment and victimisation ➤ Failure to address explicit needs of Equality target groups 	<ul style="list-style-type: none"> ➤ It is quite acceptable for the assessment to come out as Neutral Impact. ➤ Be sure you can justify this decision with clear reasons and evidence if you are challenged
Equality Groups	Impact (Positive / Negative / Neutral)	Comments:
Race <small>(All ethnic groups)</small>	Neutral	<ul style="list-style-type: none"> ➤ Provide brief description of the positive / negative impact identified benefits to the equality group. ➤ Is any impact identified intended or legal?
Disability <small>(Including physical and mental impairments)</small>	Neutral	
Sex	Neutral	
Gender reassignment	Neutral	
Religion or Belief <small>(includes non-belief)</small>	Neutral	

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Sexual orientation	Neutral	
Age	Neutral	
Marriage and Civil Partnership	Neutral	
Pregnancy and maternity	Neutral	
Other (e.g. caring, human rights, social)	Neutral	

2) In what ways does any impact identified contribute to or hinder promoting equality and diversity across the organisation?	
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3) If your assessment identifies a negative impact on Equality Groups you must develop an action plan **to avoid discrimination and ensure opportunities for promoting equality diversity and inclusion are maximised.**

- This should include where it has been identified that further work will be undertaken to further explore the impact on equality groups
- This should be reviewed annually.

ACTION PLAN SUMMARY		
Action	Lead	Timescale

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