

## Accredited Registers Impact Assessment

**Accredited Register: The Association of Traditional Chinese Medicine and Acupuncture UK (ATCM)**

**Type of Review: Standard One**

**Period under review: 2024-2025**

**Date Approved for Panel: July 16, 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.

- We have reviewed Standard one [Form A1](#) and for impact assessment [Form A3](#)
- ATCM has developed EDI policy [ATCM Equality and Diversity Policy handbook.pdf - Google Drive](#), This policy outlines commitment to creating an inclusive and welcoming environment for all members, employees, and stakeholders.

#### Impacts on groups with protected characteristics.

##### Age

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive	Older Adults, Children and Adolescents	<p><a href="#">NICE Guidelines Chronic pain (primary and secondary) in</a> over 16s recommend acupuncture as follows:</p> <p>Consider a single course of acupuncture or dry needling, within a traditional Chinese or Western acupuncture system, for people aged 16 years and over to manage chronic primary pain, but only if the course is delivered in a</p> <ul style="list-style-type: none"> <li>▪ community setting and</li> </ul>		

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		<ul style="list-style-type: none"> <li>by a band 7 (equivalent or lower) healthcare professional with appropriate training and</li> <li>no more than 5 hours of healthcare professional time (the number and length of sessions can be adapted within these boundaries) or</li> </ul> <p>Many patients older due to chronic pain condition found that acupuncture to be useful.</p>		
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### Disability

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

### Gender reassignment

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

### Marriage and civil partnership

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

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Neutral				
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### *Pregnancy and maternity*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive	Pregnant Women	Massage is systematic touch and manipulation of the soft tissues of the body that is increasingly being used as an adjunctive therapy for stress relief and to promote relaxation and wellbeing during pregnancy and as an alternative to pharmacologic or invasive forms of analgesia during labor. Massage has been shown to be valuable to pregnant women with anxiety, depression, leg, and back pain, and has shown significant benefit in perception of pain during labor <sup>1</sup> .		

### *Race*

Type of impact (positive/neutral/negative)	Group(s) affected	Description	Actions required	Date identified
Positive		ATCM informed us that 'PSA accreditation gives a particular positive impact on Race/Ethnicity as majority of ATCM's registrants are Chinese. They can be equally accredited to practice traditional Chinese medicine in		

<sup>1</sup> [Massage During Pregnancy and Postpartum - PubMed \(nih.gov\)](#)

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		the UK, and such movement is also beneficial to the diversity aspect in the whole UK society’.		
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### Religion or belief

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

### Sex

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

### Sexual orientation

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

### Cost and market impacts – summary

- Accreditation is anticipated to have an additional cost for employers. As informed, a small minority of ATCM registrants are employed to practise TCM.
- The service users look to registrants who are registered and/or accredited by a recognised governing body, which the registrant is responsible for maintaining.

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### Social and environmental impacts – summary

- It appears that ATCM does not undertake any specific work to support environmental/ sustainability.

### Decision

ATCM has developed an Equality and Diversity Policy which outlines their commitment to creating an inclusive and welcoming environment for all members, employees, and stakeholders. We have identified some potential improvements to the policy and will monitor progress when we assess against the new Equality, Diversity and Inclusion Standard (Standard Nine) that was introduced in July 2023, if ATCM submits application for full assessment.

We did not identify any adverse impacts on groups with any protected characteristics at this point. The Accreditation Panel considered that developing guidance for children and vulnerable adults as noted in Recommendation One, would have a positive effect for pregnant women, children and older people.