

Equality Analysis (EIA) Form (Appendix 1)

A) Description

Name of service, function, policy (or other) being assessed

Addaction Substance Misuse Recovery Service - The review of funding in line with savings targets.

Directorate or organisation responsible (and service, if it is a policy)

Adults and Wellbeing

Date of assessment

29 January 2018

Names and job titles of people carrying out the assessment

Kayte Thompson-Dixon - Contracts Officer
Amy Pitt – Integration and Better Care Fund Manager

Accountable person

Martin Samuels – Director for Adults and Wellbeing

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Councils have, since 1 April 2013, been responsible for improving the health of their local population and for commissioning the range of public health services transferred to them from the NHS by the Health and Social Care Act 2012. This includes provision of services to reduce the impact of drug and alcohol use.

The 2015/16 Public Health Grant included a condition that ' A local authority must, in using the grant, "...have regard to the need to improve the take up of, and outcomes from, its drug and alcohol misuse treatment services..." In setting their spending priorities it is important that local authorities are mindful of the overall objectives of the grant, as set out in the grant conditions, and the need to tackle the wider determinants of health, for example, through addressing the indicators within the Public Health Outcomes Framework, such as violent crime, the successful completion of drug treatment, smoking prevalence and child poverty.

In addition it is a core expectation of the government's drug strategy that rates of recovery are improved.

In practice the public health grant conditions set out that an accessible drug and alcohol treatment and recovery system should be in place in each local authority area. And that this includes a full range of NICE-compliant drug and alcohol interventions to treat both

alcohol and drug dependence and to reduce harm, based on local authority prevalence, need and current outcomes. Recovery rates and successful completions being reviewed regularly with active measures undertaken when needed to ensure best possible service and outcomes.

Addaction provides an open access service to eligible individuals requesting assistance with recovery from drug or alcohol misuse. They also carry out outreach where necessary and work in collaboration with local schools, colleges, Police, Probation, GP practices and other healthcare providers.

On service currently has 591 active service users on caseload the majority of these (362) are dependent on opiates. A smaller proportion are drinking alcohol either excessively or dependently (179) and only a very small number (50) of service users report dependency or harmful use to only a non opiate drug.

The service supports both males and female service users of any age although the average service user is aged over 40yrs and is male.

The service also has two young persons workers who work with those under 18yrs of age.

The council is reviewing current spend against services in line with efficiency savings and has identified a need to review the current spend on Substance Misuse services for the financial year 2018/2019 and beyond.

The council has discussed reasonable adjustments to the budget with the current service provider to achieve savings of approximately £300,000, reducing the budget to £1,467,757.

Location or any other relevant information

The service will be countywide.

List any key policies or procedures to be reviewed as part of this assessment.

Who is intended to benefit from the service, function or policy?

Open access to Herefordshire residents.

Who are the stakeholders? What is their interest?

Service users
Service Provider
Service Providers employees
CCG
GP Practices
PCC
CSP – Police and Probation
Community & voluntary sector organisations
Health & Social Care Practitioners
Elected members

B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/ delivery meets the requirements of the Equality Act 2010, i.e.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

Herefordshire Council expects all contracted providers to comply with the Equality Act 2010 and have their own Equality policies available.

During the contract period the service will be monitored quarterly to ensure that the required outcomes are delivered and the equality considerations are observed.

Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:

Negative impacts.

The remodelled service is not intended to have any negative impacts; however, the following considerations will be regularly monitored.

The primary aims of a revised service model are to promote health and wellbeing in a targeted way reducing the need for long term care and support and enabling individuals to engage in a recovery community.

The reduction in budget may affect outreach opportunities and therefore may negatively impact those service users living more rurally and particularly vulnerable groups of individuals.

A reduction in budget may affect staffing numbers and current vacancies will not be backfilled.

C) Information

What information (monitoring or consultation data) have you got and what is it telling you?

The current service provider submits data and analysis of activity and service provision and developments on a quarterly basis. This tells us that the service is now performing at a reasonable level following significant improvement to successful completion and representation rates. There is no waiting time for accessing the service.

D) Assessment/Analysis

Describe your key findings (e.g. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.

Strand/community	Impact
Race	<p>The 2011 census identified that 6.3% of residents of Herefordshire were not white British.</p> <p>The council do not currently request data regarding race of service users from this provider however it is collated by public health England.</p> <p>Recent migrants and people for who English is not their first language may encounter barriers accessing sexual health services.</p> <p>However, Herefordshire has an easy accessible translation / interpreter service.</p> <p>Therefore, the impact of the changes to the budget of the substance misuse service is assessed as neutral.</p>

<p>Disability</p>	<p>In the 2011 census 18.7 % of people said they had some form of limiting, long term health problem or disability.</p> <p>Addaction are able to offer home visits to those service users with very restricted mobility.</p> <p>Therefore, the impact of the budget changes to the substance misuse service is assessed as neutral.</p>
<p>Age</p>	<p>Analysis of data submitted to date in 2017/2018 show that the majority of service users were over 40 years.</p> <p>The impact of the budget changes to the substance misuse service is assessed as negative.</p>
<p>Sex</p>	<p>Of the current caseload held by the service approximately 70% are male and 30% are female this is broadly similar to demographics in other local authority areas.</p> <p>It is envisaged that the associated changes made to service delivery from budget changes will not affect the level of attendances in relation to sex.</p> <p>Therefore, the impact of the budget changes to substance misuse services is assessed as neutral.</p>

<p>Faith/religion</p>	<p>The 2011 census identified that 67.8 % of residents in Herefordshire identified themselves as Christian. 23% of people said they had no religion.</p> <p>However, the religion of service users is not currently routinely collected by the service for the council.</p> <p>The service is offered open access to all residents of Herefordshire and chaperoning for appointments is available if required.</p> <p>The impact of the budget changes to substance misuse services is assessed as neutral.</p>
<p>Marriage/civil partnership</p>	<p>This information is not currently collected by the service for the council.</p> <p>The impact of the budget changes to the substance misuse service is assessed as neutral.</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>
<p>Gender reassignment</p>	<p>There is no official estimate of the number of transsexual people either locally or nationally.</p> <p>This information is not currently routinely collected by the service for the council. The impact of the budget changes to the substance misuse service is assessed as neutral.</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>
<p>Sexual orientation</p>	<p>There are no single, reliable estimates of sexual orientation in the UK. However, a quality of life survey undertaken in 2008 1.1 percent of respondents identified as Lesbian, Gay or Bisexual. A national survey indicated 1.5 % which would equate to 2,100 people in Herefordshire.</p> <p>The council do not currently request data regarding sexual orientation of service users from this provider however it is collated by public health England.</p> <p>The impact of the budget changes to substance misuse services is assessed as neutral. However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>

<p>Pregnant women & women on maternity leave</p>	<p>The service does come into contact with pregnant and post-partum women, some of whom are also in contact with children's services. The service works closely with children's service teams to manage the risk associated with these service users.</p> <p>There is potential for reduced outreach in service to have less contact with vulnerable service users, some of whom may also be pregnant or have recently given birth.</p> <p>The impact of the budget changes to the provision of substance misuse services is assessed as neutral.</p> <p>However, this will be monitored over the contractual term to ensure compliance with the Equality Act and that service users are treated with dignity and respect.</p>
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E) Consultation

Did you carry out any consultation? **Yes**

Describe other research, studies or information used to assist with the assessment and your key findings.

Data reported from current service provider.
 Consultation is ongoing with partners and stakeholders to discuss potential re-modelling of service delivery.

Do you use diversity monitoring categories? Yes No
(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

Monitoring data will be collated as part of routine contract management.

F) Conclusions

	Action/objective/target OR justification	Resources required	Timescale	I/R/S/J
a)	Ensure that service providers assessors routinely record diversity monitoring indicators and protocols	Staff time, internal and partners	Quarterly as per contract	I
b)	Review feedback from complaints, handbacks etc. during contractual period to see if there is a disproportionate impact on those that share a protected characteristic.	Staff time, internal	Quarterly as per contract	I

(I) *Taking immediate effect.*

(R) *Recommended to Council/Directors through a Committee or other Report*.*

(S) *Added to the Service Plan.*

(J) *To be brought to the attention of the Equality Manager.*