



**Herefordshire & Worcestershire STP - Equality Impact Assessment (EIA)**

Please read EIA guidelines when completing this form

**Section 1 - Name of Organisation** (please tick)

Herefordshire & Worcestershire STP	<input checked="" type="checkbox"/>	Herefordshire Council		Herefordshire CCG	
Worcestershire Acute Hospitals NHS Trust		Worcestershire County Council		Worcestershire CCGs	
Worcestershire Health and Care NHS Trust		Wye Valley NHS Trust		Other (please state)	

<b>Name of Lead for Activity</b>	Jack Lyons-Wainwright; Delivery Programme Manager
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Details of individuals completing this assessment	Name	Job title	Email contact
	Jack Lyons-Wainwright	Delivery Programme Manager	jack.wainwright@nhs.net

<b>Date assessment completed</b>	08.08.2019
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**Section 2**

Activity being assessed (e.g. policy/procedure, document, service redesign, policy, strategy etc.)	<b>Title: Herefordshire &amp; Worcestershire STP Mental Health Strategy</b>			
What is the aim, purpose and/or intended outcomes of this Activity?	To develop a mental health strategy for the STP, to establish and lay out the aims for mental health services over the next 5 years.			
Who will be affected by the development & implementation of this activity?	<input checked="" type="checkbox"/> Service User	<input checked="" type="checkbox"/> Staff	<input checked="" type="checkbox"/> Communities	
	<input checked="" type="checkbox"/> Patient	<input type="checkbox"/>	Other _____	
	<input checked="" type="checkbox"/> Carers	<input type="checkbox"/>		
	<input type="checkbox"/> Visitors	<input type="checkbox"/>		
Is this:	<input type="checkbox"/> Review of an existing activity <input checked="" type="checkbox"/> New activity <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence?			
What information and evidence have you reviewed to help inform this assessment? (Please name sources, demographic information for patients / services / staff groups affected, complaints etc.)	<ul style="list-style-type: none"> <li>• Drivers of health inequality across Herefordshire and Worcestershire (2019)</li> <li>• Worcestershire JSNA Briefing on Mental Health (2016)</li> <li>• Worcestershire JSNA Primary Care Mental Health Needs Assessment (2015)</li> </ul>			



	<ul style="list-style-type: none"> <li>• Worcestershire JSNA Briefing on Deaths from Suicide &amp; Undetermined Intent (2017)</li> <li>• Worcestershire JSNA Homeless Health Profile (2018)</li> <li>• Worcestershire JSNA Briefing on Adverse Childhood Experiences (2018)</li> <li>• Herefordshire Mental Health Needs Assessment (2015)</li> <li>• Public Health Fingertips online profiles</li> <li>• Provider-reported access data for protected characteristics</li> </ul>
Summary of engagement or consultation undertaken (e.g. who and how have you engaged with, or why do you believe this is not required)	Communication and Engagement Plan in development, to be finalised and approved by the STP Communication and Engagement group.
Summary of relevant findings	<p>There are many influences on mental health and this is reflected in the complexity of the wider determinants of mental health. Much of this complexity is caused by the fact that these wider determinants are not limited to individual attributes but also include social, economic and environmental factors.</p> <p>EIA to be reviewed during the life of the project.</p>

### **Section 3**

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. in these equality groups.

<b>Equality Group</b>	<b>Potential <u>positive</u> impact</b>	<b>Potential <u>neutral</u> impact</b>	<b>Potential <u>negative</u> impact</b>	<b>Please explain your reasons for any potential positive, neutral or negative impact identified</b>
<b>Age</b>	✓			Some aims within the NHS Long Term Plan, which will therefore be included within the strategy, relate specifically to improving services for particular age groups where inequality of provision currently exists.
<b>Disability</b>	✓			The strategy will lay out how services for people with mental health issues, a recognised disability, will be improved. Some aims within the NHS Long Term Plan, which will therefore be included within the strategy, relate to integrating physical and mental health services, which is expected to have a positive impact on services to people with co-morbid physical and mental health disabilities.
<b>Gender Reassignment</b>		✓		The strategy is not expected to have any significant impact on this equality group, subject to change following public engagement.



Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Please explain your reasons for any potential positive, neutral or negative impact identified
<b>Marriage &amp; Civil Partnerships</b>		✓		The strategy is not expected to have any significant impact on this equality group, subject to change following public engagement.
<b>Pregnancy &amp; Maternity</b>	✓			Some aims within the NHS Long Term Plan, which will therefore be included within the strategy, relate specifically perinatal mental health, to improve services for people in the ante-natal and post-natal phases of pregnancy and maternity.
<b>Race including Travelling Communities</b>	✓			Some aims within the current mental health programme, which will therefore be included within the strategy, relate specifically increasing access to mental health services among under-represented groups including BAME communities.
<b>Religion &amp; Belief</b>		✓		The strategy is not expected to have any significant impact on this equality group, subject to change following public engagement.
<b>Sex</b>		✓		The strategy is not expected to have any significant impact on this equality group, subject to change following public engagement.
<b>Sexual Orientation</b>		✓		The strategy is not expected to have any significant impact on this equality group, subject to change following public engagement.
<b>Other Vulnerable and Disadvantaged Groups</b> (e.g. carers; care leavers; homeless; Social/Economic deprivation, travelling communities etc.)	✓			<p><u>Carers</u> Carers are often of great importance to people with experiencing mental health illness, however the stresses of being a carer can significantly impact on the health and wellbeing of carers. It is expected that by improving mental health services, the experience of carers will also be improved.</p> <p><u>Homeless</u> There is a well-documented link between people experiencing mental health illness and homelessness. The 2014 National Homeless Audit stated that 80% of homeless people reported some form of mental health issue. Some aims within both the NHS Long Term Plan and current mental health programme, which will therefore be included within the strategy, relate specifically to improving mental health services for homeless people.</p>
<b>Health Inequalities</b> (any preventable, unfair & unjust differences in health)	✓			There is a strong correlation between social and/or economic deprivation and mental ill health, and significant variation in deprivation



Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Please explain your reasons for any potential positive, neutral or negative impact identified
status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)				across Herefordshire and Worcestershire. Some aims within both the NHS Long Term Plan and current mental health programme, which will therefore be included within the strategy, include services targeted at particular areas of greater deprivation to improve service and outcomes for patients in those areas.

#### **Section 4**

What actions will you take to mitigate any potential negative impacts?	Risk identified	Actions required to reduce / eliminate negative impact	Who will lead on the action?	Timeframe
<b>How will you monitor these actions?</b>	All actions undertaken as part of the development of the STP Mental Health Strategy will be overseen by the project working group, which reports into the STP Mental Health Programme Board.			
<b>When will you review this EIA?</b> (in a service redesign, this EIA should be revisited regularly throughout the design & implementation)	EIA will be reviewed following completion of public and patient engagement events, or at any other time required.			

#### **Section 5** - Please read and agree to the following Equality Statement

##### **Equality Statement**

All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation

Our Organisations will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.

All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carer's etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.



<b>Signature of person completing EIA</b>	
<b>Date signed</b>	08.08.2019
<b>Comments</b>	
<b>Signature of Lead Person for this activity</b>	
<b>Date signed</b>	08.08.2019
<b>Comments</b>	





## Herefordshire and Worcestershire CCGs Addendum to the Equality Impact Analysis

### Human Rights Consideration

NHS organisations must ensure that none of their services, policies, strategies or procedures infringes on the human rights of patients or staff. You should analyse your document using the questions provided to determine the impact on human rights. Using human rights principles of fairness, respect, equality, dignity and autonomy as flags or areas to consider is often useful in identifying whether human rights are a concern.

Please answer the following Human Rights screening questions:

	Human Rights	Yes/No	Please explain
1	Will the policy/decision or refusal to treat result in the death of a person?	No	
2	Will the policy/decision lead to degrading or inhuman treatment?	No	
3	Will the policy/decision limit a person's liberty?	No	
4	Will the policy/decision interfere with a person's right to respect for private and family life?	No	
5	Will the policy/decision result in unlawful discrimination?	No	
6	Will the policy/decision limit a person's right to security?	No	
7	Will the policy/decision breach the positive obligation to protect human rights?	No	
8	Will the policy/decision limit a person's right to a fair trial (assessment, interview or investigation)?	No	
9	Will the policy/decision interfere with a person's right to participate in life?	No	

If any Human Rights issues have been identified in this section please get in touch with your Equality and Inclusion lead who will advise further and a full Human Rights Impact Assessment maybe required to be completed.