

## Public Health Spending Review Equality Impact Analysis, Issue Log & Action Plan

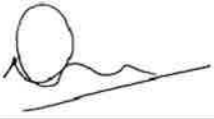

### What is Equality Impact Analysis?

The Equality Act 2010 seeks to eliminate discrimination and meet the positive promotion aspects of equality legislation. An Equality Impact Analysis uses equality information and the results of engagement with groups to understand the actual or the potential effects of change or key decisions on our workforce and the general public. Completing this analysis will assist Members and officers to identify practical steps to address any negative effects and to highlight positive interventions.

### Section 1 - Ownership

This section identifies the individual(s) responsible for identifying the potential positive and negative impacts from developing and implementing the spending reductions. There will be a number of potential positive and negative internal impacts which should be undertaken and monitored by the person responsible for implementing the proposed reductions

<b>Title:</b>	Equality Impact Assessment on the proposed changes to funding / spending reductions in Public Health Programmes			
<b>Service impacted by proposed spending review</b>	Addaction – Targeted Sexual Health Support Service (de-commission)			
<b>Date Created</b>	08/01/16	<b>Review Date:</b>	xxx Jan 2016	<b>Version:</b> 1
<b>Author:</b>	Daren Mulley			

<b>Person completing EIA:</b>				
<b>Signed:</b>	Daren Mulley	<b>Date:</b>	08/01/16	
<b>Person supervising EIA:</b>				
<b>Signed:</b>		Deborah Redknapp	<b>Date:</b>	xxxx

### Section 2 - Potential Issues

<b>Key Issues:</b>	<b>Impacts on:</b>	<b>Mitigating Action Taken:</b>
In the absence of the service a gap in provision will occur and services that currently refer into the service will not have a local service to refer children and young people into.	Schools, children, young people, children and young people services	The Early Help service provides support to young people who are resident in the borough. Schools can refer young people to the Early Help Service if they require support or help with managing relationships.
The closure of the service is likely to increase demand on children and young people services (including schools) to provide information, advice and guidance on sexual health and contraception	Schools, children, young people, children and young people services	The Council will work with Addaction to provide web-based information on local and national services (e.g. local sexual health service) to signpost services to for future support, information, advice and guidance on sexual health and contraception.

### Section 3 - Potential Workforce Issues

The single part-time service staff member's post is highly likely to be at threat if the service closes. However, Addaction operates a number of services across London and the staff member could be transferred into other services that Addaction are commissioned to provide across the region. No other specific workforce issues have so far been identified.

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age						
Disability						
Sex						
Gender Reassignment						
Marriage & Civil Partnership						
Pregnancy & Maternity						
Race						
Religion or Belief						
Sexual Orientation						

**Section 4 - Communication and Engagement Activity**

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
Relate	31/11/15	Letter of termination Notice	Email acknowledging the notice letter sent by provider	Council to send out questionnaire and arrange meeting to discuss findings and closure planning with provider early 2016.	completed	closed	DM
Relate	18/01/16	Decommissioning Service Questionnaire to be issued to provider	Feedback unavailable; Questionnaire to be sent out mid-January and meeting to take place in February		not complete	open	DM
Relate	15/02/16	Meeting and review of questionnaire with provider	Feedback unavailable; meeting to take place in February		not complete	open	DM

**Section 5 - Service Delivery Impacts and Issues**

**Due regard – Brown principles**

These principles have been taken from the Equality and Human Rights Commission's paper on making fair financial decisions (Equality and Human Rights Commission, 2012).

Case law sets out broad principles about what public authorities need to do to have due regard to the aims set out in the general equality duties. These are sometimes referred to as the 'Brown principles' and set out how courts interpret the duties. They are not additional legal requirements but form part of the Public Sector Equality Duty as contained in section 149 of the Equality Act 2010.

Under the duty, local authorities must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

In summary, the Brown principles say that:

- Decision-makers must be made aware of their duty to have 'due regard' and to the aims of the duty.
- Due regard is fulfilled before and at the time a particular policy or proposal that will or might affect people with protected characteristics is under consideration, as well as at the time a decision is taken.

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- Due regard involves a conscious approach and state of mind. A body subject to the duty cannot satisfy the duty by justifying a decision after it has been taken. Attempts to justify a decision as being consistent with the exercise of the duty, when it was not considered before the decision, are not enough to discharge the duty. General regard to the issue of equality is not enough to comply with the duty.
- The duty must be exercised in substance, with rigour and with an open mind in such a way that it influences the final decision.
- The duty has to be integrated within the discharge of the public functions of the body subject to the duty. It is not a question of 'ticking boxes'.
- The duty cannot be delegated and will always remain on the body subject to it.
- It is good practice for those exercising public functions to keep an accurate record showing that they had actually considered the general equality duty and pondered relevant questions. If records are not kept it may make it more difficult, evidentially, for a public authority to persuade a court that it has fulfilled the duty imposed by the equality duties.

### Potential Service delivery impacts (Positive and Negative)

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	The service is currently offered to children and young people aged 13-19 and withdrawal of the service will lead to children and young people being unable to access the service.	08/01/2016	<p>1) Early Help support is available from across a range of venues and may provide some level of support and care to children and young people.</p> <p>Support available from the well-being hub may support young people who would have been referred to the counselling service.</p> <p>Services will be supported to consider how they provide support to children and young people in the future and review their processes of referral on to other local mental health services.</p>	Further discussions to take place in February 2016	Open	DM
Disability						
Sex	The service is currently offered to children and young people of both genders with a higher proportion being female. Withdrawal of the service will lead to female children and young people being unable to access the service.	08/01/2016	<p>2) Early Help support is available from across a range of venues and may provide some level of support and care to children and young people.</p> <p>Support available from the well-being hub may support young people who would have been referred to the counselling service.</p> <p>Services will be supported to consider how they provide support to children and young people in the future and review their processes of referral on to other local mental health services.</p>	Further discussions to take place in February 2016	Open	DM

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**Section 6: Data Sources**

Data used	How has this information informed your decision
Contract monitoring data	The quarterly service activity data has enabled the Council to identify the specific protected characteristics that will be negatively affected by the decommissioning of the service.