

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

Public Health Spending Review - Equality Impact Analysis, Issue Log and Action Plan

A strategic EIA covering the proposed spending reviews needs to be completed. In order to simplify the process and help me develop the overarching EIA I have developed this template to identify potential positive and negative impacts, issues and mitigating actions that you will undertake.

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 effect of change or key decisions on our workforce and the general public. Completing this analysis will assist you to identify practical steps to address any negative effects and to highlight positive interventions. It will also ensure you have a record of your decision making processes and activities you have completed.

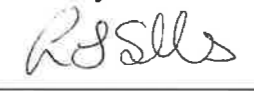

Undertaking the Analysis

Please note all rows may be added to within each of the tables. The table can also be transferred to an excel document if you find this application easier to use

Section 1

Ownership

Title:	Equality Impact Assessment on the proposed changes to funding/spending cuts in Public Health Programmes			
Service impacted by proposed spending review	LBH Leisure Services Physical Activity Adults & Obesity Children (de-commission)			
Date Created	12/01/2016	Review Date:		Version: 1
Author:	Lindsey Sills			

Person completing EIA: Lindsey Sills	
Signed: 	Date: 12/01/2016
Person supervising EIA: Deborah Redknapp	
Signed: 	Date: 12/01/2016

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Section 2-

Potential Issues

<p>Key Issues:</p>	<p>The removal of this specialised supervised physical activity service is expected to lead to a reduction in support for adults who are overweight / with a long term conditions.</p> <p>The removal of the physical activity and healthy eating sessions for children who are overweight will mean that GPs and school nurses will no longer have a Tier 2 referral pathway for children who are overweight.</p>
<p>Impacts on:</p>	<p>Impacts on inactive patients, with long term, low risk/medium risk medical conditions.</p> <p>Impacts on children who are overweight /obese.</p>
<p>Mitigating Action Taken:</p>	<p>Primary Care professionals are informed of NHS Choices web site, which has evidenced based guidance for the public to encourage participation in safe physical activity. Havering Council promotes and will continue to promote the British Heart Foundation Walking to Health Programme and "Change for Life Sugar Smart".</p> <p>Other evidenced based social marketing apps such as the "Couch to 5K" & "Through the Healthy Schools London programme, for 2016/2017 schools will be supported by the Healthy Schools co-ordinator to promote the benefits of healthy eating and physical activity.</p>
<p>Health Champions will be updated on change of service provision.</p>	<p>Health Champions will be informed of alternative services to signpost individuals to.</p>

Section 3

Potential Workforce Issues

The work force that currently delivers the physical activity on referral scheme & childhood weight management programme also delivers a number of other physical activity programmes and therefore it is understood that these posts are not under threat. No other specific workforce issues have been identified.

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						

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Section 4

Communication and Engagement Activity

Target Audience	Date	Activity	Summary of Feedback	Actions Raised	Action Status	Open/Closed	Owner
Culture & Leisure	December 2015	Heads of Service discussion	Agreement that current service provision no longer feasible in current form – due to limited evidence of efficacy	No further actions required	completed	closed	LS

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.
- 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	<p>The removal of this specialised supervised physical activity service is expected to lead to a reduction in support for adults who are overweight / with a long term condition.</p> <p>The removal of the physical activity and healthy eating sessions for children who are overweight will mean that GP’s and school nurses will no longer have a Tier 2 referral pathway for children who are overweight.</p>	12/01/16	<p>1) Primary Care professionals are informed of NHS Choices web site, which has evidenced based guidance for the public to encourage participation in safe physical activity.</p> <p>Havering Council promotes and will continue to promote the British Heart Foundation Walking to Health Programme and other evidenced based social marketing apps such as the “Couch to 5K” & “Change for Life Sugar Smart”.</p>	On-going	Open	DH

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Disability	Sex	Gender Reassignment	Marriage & Civil Partnership	Pregnancy & Maternity	Race	Religion or Belief	Sexual Orientation
		2) Through the Healthy Schools London programme, for 2016/2017 schools will be supported by the Healthy Schools co-ordinator to promote the benefits of healthy eating and physical activity.					

Section 6: Data Sources,

Data used	How has this information informed your decision
Contract monitoring data	The data provided by the Physical Activity on Referral Co-ordinator has enabled the Council to identify that there is not strong evidence of outcomes having been achieved from this programme;