

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

Title:	Equality Impact Assessment on the proposed changes to funding / spending reductions in Public Health Programmes			
Service impacted by proposed spending review	Terence Higgins Trust – Chlamydia Screening Service (de-commission)			
Date Created	08/01/16	Review Date:	xxx Jan 2016	Version: 1
Author:	Daren Mulley			

Person completing EIA:				
Signed:	Daren Mulley	Date:	11/01/16	
Person supervising EIA:				
Signed:		Date:	xxxx	

Section 2 - Potential Issues

Key Issues:	Impacts on:	Mitigating Action Taken:
The closure of the service will lead to a reduction in the availability of Chlamydia screening and treatment for children and young people	Children and young people aged 15-24. Also, GPs and Pharmacies will no longer be paid to provide chlamydia screening and sexual health advice.	<ol style="list-style-type: none"> 1) The Council is participating in the pan-London procurement of a new web-based sexual health service which will include chlamydia screening. The service will be a single platform for London that provides patients with information about sexual health, on line triage, signposting to the most appropriate service for their needs and the ability to order self-sampling tests. 2) The Council will work with the local sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) in negotiating a new contract to ensure that Chlamydia screening is a priority and that resources are targeted at this highest need group. 3) The Council will work with the Terence Higgins Trust to provide web-based information on local and national services (e.g. local sexual health service, BROOK sexual health charity for young people) to signpost other children and young people services to information, advice and treatment for sexual health and contraception. This information will also be made available to GPs and Pharmacies.

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Key Issues:	Impacts on:	Mitigating Action Taken:
<p>Chlamydia is the most commonly diagnosed Sexually Transmitted Infections (STIs) in England and London has significantly higher rates of STIs, such as gonorrhoea, syphilis, chlamydia, than any other region in England. In addition, around 50% of men and 70-80% of women do not get symptoms with a chlamydia infection.</p>	<p>Children and young people aged 15-24. Partners of those infected with Chlamydia</p>	<p>1) The Council will work with the local sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) in developing the service to ensure that Chlamydia screening is a priority and that resources are targeted at this highest need group. 2) The Council will provide web-based information on local and national services (e.g. local clinical sexual health service) to signpost children and young people for information, advice and treatment for sexual health and contraception.</p>
<p>The closure of the service may lead to children and young people being left untreated leading to an increase in the prevalence and rate of chlamydia (in 2014/15, 203 young people were treated by the service).</p>	<p>Children and young people aged 15-24. Partners of those infected with Chlamydia</p>	<p>1) The Council will work with the sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) to ensure that Chlamydia screening is a priority. Patients who are diagnosed with an STI including Chlamydia will be offered an appointment within an agreed number of hours or will be fast tracked if they present to the service. Improved systems for identifying and notifying contacts of patients with an STI will ensure that resources are targeted at this highest need group. 2) The Council is participating in the pan-London procurement of a new web-based sexual health service which will include chlamydia screening. From April 2017, the service will be a single platform for London that provides patients with information about sexual health, on line triage, signposting to the most appropriate service for their needs and the ability to order self-sampling tests. 3) The Council will work with the Terence Higgins Trust to provide web-based information on local and national services (e.g. local sexual health service) to signpost children and young people and other services to information, advice and treatment for sexual health and contraception.</p>
<p>The clinical sexual health service would become the only local chlamydia screening and treatment provider. This may lead to additional pressures on the service which is already at full capacity.</p>	<p>Barking, Havering & Redbridge University Hospital Trust</p>	<p>1) The Council will work with the sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) to ensure that Chlamydia screening is a priority by offering patients the opportunity to triage and self-sample and ensure that results are available electronically to patients. Patients who are diagnosed with an STI including Chlamydia will be offered an appointment within an agreed number of hours or will be fast tracked if they present to the service. Improved systems for identifying and notifying contacts of patients with an STI will ensure that resources are targeted at this highest need group. 2) The Council is participating in the pan-London procurement of a new web-based sexual health service which will include chlamydia screening. The service will be a single platform for London that provides patients with information about sexual health, on line triage, signposting to the most appropriate service for their needs and the ability to order self-sampling tests which will help re-direct potential patients away from the local sexual health provider.</p>

Section 3 - Potential Workforce Issues

Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
Age	The service staff member's posts are part-time and	11/01/16		Not completed	Open	Provider
Disability	are highly likely to have hours reduced if the service					
Sex	closes. As most post-holders work across the London					
Gender Reassignment	region, staff members could be redeployed into other					
Marriage & Civil Partnership						

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Pregnancy & Maternity	services that the Trust is commissioned to provide across the region. No other specific workforce issues have so far been identified.					
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
Terence Higgins Trust	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
Terence Higgins Trust	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
Terence Higgins Trust	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.
- 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.

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- 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	There are clear inequalities in sexual health for young people: they have been shown to have relatively high rates of unintended pregnancies and sexually transmitted infections including chlamydia	11/01/2016	<p>1) The Council is participating in the pan-London procurement of a new web-based sexual health service which will include chlamydia screening. The Council will work with the pan-London Sexual Health team to ensure that marketing resources target young people. The Council will work with the local sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) in negotiating a new contract to ensure that Chlamydia screening is a priority and that resources are targeted at this highest need group.</p> <p>2) The Council will work with the local sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) in negotiating a new contract to ensure that Chlamydia screening is a priority and that resources are targeted at this highest need group.</p> <p>3) The Council will work with the Terence Higgins Trust to provide web-based information on local and national services (e.g. local sexual health service, NHS Choices, BROOK Sexual health charity for young people) to signpost other children and young people services to information, advice and treatment for sexual health and contraception.</p>	On-going	Open	DM
Disability						
Sex	The service currently screens and gets more positives from young women aged under 25 than young men of the same age	11/01/2016	<p>1) The Council is participating in the pan-London procurement of a new web-based sexual health service which will include chlamydia screening. The Council will work with the pan-London Sexual Health team to ensure that marketing resources target young women. The Council will work with the local sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) in negotiating a new contract to ensure that Chlamydia screening is a priority and that resources are targeted at this highest need group.</p> <p>2) The Council will work with the local sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) in negotiating a new contract to ensure that Chlamydia screening is a priority and that resources are targeted at this highest need group.</p>	On-going	Open	DM
Gender Reassignment						
Marriage & Civil Partnership						
Pregnancy & Maternity						
Race	Black African and Black Caribbean communities in Haverling are disproportionately affected by STIs including chlamydia. The higher prevalence of STIs		<p>1) The Council is participating in the pan-London procurement of a new web-based sexual health service which will include chlamydia</p>	On-going	Open	DM

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Protected Characteristics	Description of Issue	Date Raised	Mitigating Actions	Action Status	Open/Closed	Owner
	in both the black African and the black Caribbean populations means that, even though their levels of high-risk sexual behaviour may be similar to those of other communities, they run an increased risk of acquiring an infection.		<p>screening. The Council will work with the pan-London Sexual Health team to ensure that marketing resources target Black communities.</p> <p>2) The Council will work with the local sexual health Provider (Barking, Havering & Redbridge University Hospital Trust) in negotiating a new contract to ensure that Chlamydia screening is a priority and that resources are targeted at these highest need groups.</p>			
Religion or Belief						
Sexual Orientation						

Section 6: Data Sources

Data used	How has this information informed your decision
Service monthly contract monitoring data	The monthly service activity data has enabled the Council to identify the local diagnostic rate of the screening service in Havering
Havering Council Joint Strategic Needs Assessment (JSNA) Sexual Health Chapter	The needs assessment data has enabled the Council to identify the specific protected characteristics that will be negatively affected by the decommissioning of the service.
National Chlamydia Screening Programme Website	The website provided additional information on the wider regional and national chlamydia rate.

