

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.

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 | Physical Activity Adults: PARS for Cancer Patients “Moving Forward” | | | | |
| Date Created | 12/01/2016 | Review Date: | | Version: | 1 |
| Author: | Lindsey Sills | | | | |

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

Section 2-
Potential Issues

| Key Issues: | Impacts on: | Mitigating Action Taken: |
|--|--|---|
| The removal of this service provision will lead to a reduction in support for adults to participate in specialised supervised programme of physical activity whilst undergoing cancer treatment and after treatment. | Impacts on Cancer patients at all stages of the cancer care pathway; Referrals made by Macmillian Nurses; Cancer Nurse Specialists; & GPs. | Primary Care professionals & Macmillian Nurses & Cancer Nurse Specialists to inform and signpost patients to NHS Choices website that has evidenced based guidance to the public for participating in safe physical activity; including the British Heart Foundation Walking to Health Programme. |

Section 3

Potential Workforce Issues

| Protected Characteristics | Description of Issue | Date Raised | Mitigating Actions | Action Status | Open/Closed | Owner |
|------------------------------|---|-------------|---|---------------|-------------|-------|
| Age | The work force that delivers the physical activity on referral scheme for cancer patients also delivers a number of other programmes and therefore it is understood that these posts are not under threat. No other specific workforce issues have been identified. | 21/01/16 | Provider to review its workforce strategy | | Closed | DH |
| 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 |
|-----------------|------------|------------------------|--|----------------|---------------|-------------|-------|
| Romford YMCA | 30/11/2015 | Letter written to YMCA | Letter acknowledged by email on 7 th December | None raised | Complete | Closed | DH |
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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 | | | | | | |
| Disability | | | | | | |
| Sex | | | | | | |
| Gender Reassignment | | | | | | |
| Marriage & Civil Partnership | | | | | | |
| Pregnancy & Maternity | | | | | | |
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Section 6: Data Sources, Please identify what data sources you have used to make your decision it can include such information as footfall, usage , diversity monitoring

| Data used | |
|---|--------------------------|
| How has this information informed your decision | Contract Monitoring Data |
| The data provided by quarterly performance monitoring has enabled the Council to identify that there is no negative impact on protected characteristics | |