

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA442308755

Submitted: 10 August 2022 18:32 PM

Executive summary

Title of policy / decision: New Section 75 Partnership Agreement with Essex Partnership University NHS Foundation Trust for Mental Health Social Work.

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: Forward plan reference : FP/469/07/22

The Council's duties under the Care Act 2014 for residents of Essex with mental health needs have been delegated to the NHS under Section 75 of the NHS Act 2006. These duties are currently carried out on the Council's behalf by Essex Partnership University NHS Foundation Trust ("the Trust"). The existing Partnership Agreement, referred to as the Section 75 Agreement, expires on 30th September 2022. Under this Agreement, most of the Council's mental health social work workforce are embedded within the Trust's operational services and is managed by the Trust.

The associated CMA seeks agreement for a continuation of the existing satisfactory arrangement with EPUT (Essex Partnership University Trust). In addition, a full review and redesign of the mental health social work operational model is being conducted in tandem with the NHS England Community Mental Health Transformation Programme. This review also includes the Council's Mental Health and Wellbeing Team, which sits outside the Section 75 Agreement under the direct management of the Council, but excludes the *AMHP Service which is being reviewed as part of a separate project.

The associated CMA is seeking agreement to enter into a new Section 75 Agreement with the Trust for a period of 2 years and six months, ending on 31st March 2025. The Agreement is to start from the expiry of the current Agreement on 30th September 2022. The new agreement will contain several changes compared to the existing agreement, that in part updates the agreement to reflect the most up to date arrangements, and in part allows for additional anticipated changes during the period of the agreement. These changes will be as a result of the full review and redesign of mental health social work operating model. The changes will be aimed at creating significantly improved services in the future. In addition, this review is being undertaken in tandem with other partners across the system with the aim of potentially enabling new forms of 'fit for purpose' governance to be put in place from 1st April 2025.

*Approved Mental Health Professionals Service is the service responsible for the assessment of individuals under the Mental health Act 1983 (as Amended by MHA 2007).

What outcome(s) are you hoping to achieve?: A new Section 75 Partnership Agreement with the Trust will provide the required time to enable a full review and redesign of mental health social work operational model to be undertaken and implemented.

The outcome of the new S75 Agreement and the review will contribute to all five of the health commitments in Everyone's Essex: healthy lifestyles, promoting independence, place-based working, increasing the support of carers, and levelling up health.

The review of the operational delivery of the Mental Health Social Work Services has the broad overarching

ambition to deliver better mental health services across the whole spectrum of need. Therefore, the scope of the review includes both specialist mental health as well as the development of a stronger prevention and early intervention offer, that can reduce or delay the onset of mental health needs and promote recovery in line with the duties for Local Authorities contained within the Care Act 2014. Our aspiration is about widening the care and support that is available to mental health in a way that recognises the wider determinants and causes of poor mental health. This will contribute to the Council commitment to reduce health inequalities.

In addition, the review and redesign includes a commitment to co-production with people with lived experience and family carers as part of the review. Stakeholders will be asked for their opinion on proposed changes to Operational delivery model for Social Work Services and specifically whether they think the changes will better meet their needs.

The review and redesigned model will also be complementary to the ASC Place Based model and this is aimed at delivering services to service users that take into account specific locality needs and so they are to be delivered close to where the users live.

Executive Director responsible for policy / decision: Nick Presmeg (Adult Social Care (DASS))

Cabinet Member responsible for policy / decision: John Spence (Health and Adult Social Care)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: Monitoring

The existing S75 monitoring arrangements will remain and be enhanced, with monthly meetings to review budget, performance, quality and learning metrics, as agreed in the relevant schedules of the new Section 75 agreement. These will be chaired by the ASC Director for MH Operations. It is understood by the Trust and the Council that during the new 30-month Partnership Agreement (and as the Review & Redesign project work evolves) new metrics and reporting is likely to be required.

As part of the full review and redesign of mental health social work services the above monthly monitoring and performance data will be supplemented with deep dives and audits into specific areas to obtain qualitative information as well as quantitative data about the services to give a more rounded view of the impact of any proposed changes.

The review is being conducted in Partnership with EPUT and the overall programme is overseen by a monthly Joint Steering Group (JSG) that reports to the S75 Partnership Board which is accountable to the Adults Leadership Team in the Council and to the Trust Executive Team. The JSG will monitor and track the review and redesign project.

Evaluation

The decision whether to put a further Section 75 Agreement in place (or an alternative form of governance) after the new 30-month Agreement will be evaluated by reference to the delivery of the expected improvements in mental health social work services during the period of the new agreement. This will be carried out by the JSG, reporting to the ECC Adult Leadership Team and the Trust Executive Team.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

What strategic priorities will this policy / decision support?: Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

Which strategic priorities does this support? - Families: Family resilience and stability, Levelling up outcomes for families

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Low

Disability - learning disability

Nature of impact: Positive

Extent of impact: Low

Disability - mental health issues

Nature of impact: Positive

Extent of impact: High

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: Positive

Extent of impact: Low

Religion / belief

Nature of impact: Positive

Extent of impact: Low

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The decision to put in place a new Section 75 agreement in itself will have a positive impact by strengthening the oversight that ECC has over the services provided to the population who use them. In addition, the decision will provide time to undertake a full review and redesign of mental health social care operating model with the aim of working to develop services that broaden access to people that may require them across the eligible population of Essex; those aged primarily between 18-64yrs old (ONS data list this population as 870,804), but with further consideration of those transitioning from children's services to ASC, adults over the age of 64 who have complex MH needs; and those with other complex needs, including Learning Disabilities.

As part of the review project and redesign consideration will be given to how the Council and Trust could collect a more richer data set of service user information, including those with protected characteristics.

It should be noted that although it is anticipated that changes to the organisation and operational delivery of mental health social care will be made during the period of the new agreement, a longer period of time than the duration of the agreement is likely to be needed to fully evaluate the impact of changes to the Operational Model for social work.

2 ONS Dataset: Estimates of the population for the UK, England and Wales, Scotland and Northern Ireland Mid-2020 edition

What actions have already been taken to mitigate any negative impacts: n/a

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Positive

Extent of impact: Low

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: Positive

Extent of impact: Low

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Low

Harlow

Nature of impact: Positive

Extent of impact: Low

Jaywick and Clacton

Nature of impact: Positive

Extent of impact: Low

Harwich

Nature of impact: Positive

Extent of impact: Low

Basildon (Town) housing estates

Nature of impact: Positive

Extent of impact: Low

Canvey Island

Nature of impact: Positive

Extent of impact: Low

Colchester (Town) - Housing Estates

Nature of impact: Positive

Extent of impact: Low

Rural North of the Braintree District

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: The agreement being sought is for a new Section 75 agreement for the delegation of the Council's mental health social work duties to the Trust to provide time to undertake the full review and redesign of mental health social care. The services will effect all cohorts of the population and geographic areas.

The Review and redesign include a commitment to co-production with people with lived experience, and family carers as part of the review, including those groups that maybe more difficult to engage with. Stakeholders will be asked for their opinion on proposed changes to Operational delivery model for Social Work Services and specifically whether they think proposed changes will better meet their needs.

As part of the review Social Workers will be educated on the availability of personal computing facilities located in Essex libraries so that service users who do not have access to such facilities at home can access MH services.

- 1 in 4 people will experience a mental health problem of some kind each year in England 3
- 1 in 6 people report experiencing a common mental health problem (like anxiety and depression) in any given

week in England 2

3 Mind: Mental health facts and statistics

What actions have already been taken to mitigate any negative impacts: n/a

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: Positive

Extent of impact: Low

Offenders / ex-offenders

Nature of impact: Positive

Extent of impact: Low

Carers

Nature of impact: Positive

Extent of impact: Low

Looked after children

Nature of impact: Positive

Extent of impact: Low

Veterans

Nature of impact: Positive

Extent of impact: Low

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Low

People on low income

Nature of impact: Positive

Extent of impact: Low

Working families

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: The review and redesign include a commitment to co-production with people with lived experience, and family carers as part of the review, including those groups that maybe more difficult to engage with. Stakeholders will be asked for their opinion on proposed changes to Operational delivery model for Social Work Services and specifically whether they think proposed changes will better meet their needs

Carers Study – Healthwatch Essex 2015/14: There are an estimated 145,000 people in Essex who provide unpaid care and support for someone (a family member or friend) on a daily basis.

Essex County Council All-Age Carers Strategy 2022: In 2020, Carers UK estimated that there are around 13.6 million unpaid carers

Essex County Council All-Age Carers Strategy 2022: We are also aware that data recording and reporting is not as robust as it should be, and we recognise the challenge across the system and aim to make improvements over the lifespan of this strategy

What actions have already been taken to mitigate any negative impacts: n/a

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Positive

Extent of impact: Low

People living in rural or isolated areas

Nature of impact: Positive

Extent of impact: Low

People living in coastal areas

Nature of impact: Positive

Extent of impact: Low

People living in urban or over-populated areas

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: This decision and the review and redesign project could potentially affect all people in society who live anywhere in Essex.

Deprivation: The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation in England and is part of a suite of outputs that form the Indices of Deprivation (IoD). It follows an established methodological framework in broadly defining deprivation to encompass a wide range of an individual's living conditions. People may be considered to be living in poverty if they lack the financial resources to meet their needs, whereas people can be regarded as deprived if they lack any kind of resources, not just income. Across Essex an estimated 123,640 residents live in the most deprived quintile (20%) nationally, equivalent to 8.6% of the total population. <https://data.essex.gov.uk/dataset/2w89n/indices-of-multiple-deprivation-imd-2019-full-report>

Rural/Urban: The Rural-Urban definition (DEFRA) introduced in 2004, defines urban areas as settlements of over 10,000 people. Other settlements are defined as one of three rural types: town and fringe, village, or hamlet, and dispersed. <https://www.gov.uk/government/statistics/the-rural-urban-definition>

Coastal: ONS provides the following definition: Seaside towns are those with a tourist beach and associated visitor attractions while the other coastal towns include those focused on other activities such as being a port town or industrial town. For further information
<https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/datasets/coastaltownsinenglandandwales>
<https://data.essex.gov.uk/dataset/e1kmd/essex-economic-commission-dealing-with-challenges-of-coastal-communities-in-greater-essex>

What actions have already been taken to mitigate any negative impacts: n/a

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: Positive

Extent of impact: Low

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: Positive

Extent of impact: Low

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: Positive

Extent of impact: Low

Families before, during and after couple separation

Nature of impact: Positive

Extent of impact: Low

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: This decision and the review and redesign project could potentially affect all people in society who live anywhere in Essex.

Deprivation: The Index of Multiple Deprivation (IMD) is the official measure of relative deprivation in England and is part of a suite of outputs that form the Indices of Deprivation (IoD). It follows an established methodological framework in broadly defining deprivation to encompass a wide range of an individual's living conditions. People may be considered to be living in poverty if they lack the financial resources to meet their needs, whereas people can be regarded as deprived if they lack any kind of resources, not just income. Across Essex an estimated 123,640 residents live in the most deprived quintile (20%) nationally, equivalent to 8.6% of the total population.
<https://data.essex.gov.uk/dataset/2w89n/indices-of-multiple-deprivation-imd-2019-full-report>

Rural/Urban: The Rural-Urban definition (DEFRA) introduced in 2004, defines urban areas as settlements of over 10,000 people. Other settlements are defined as one of three rural types: town and fringe, village, or hamlet, and dispersed. <https://www.gov.uk/government/statistics/the-rural-urban-definition>

Coastal: ONS provides the following definition: Seaside towns are those with a tourist beach and associated visitor attractions while the other coastal towns include those focused on other activities such as being a port town or industrial town. For further information
<https://www.ons.gov.uk/businessindustryandtrade/tourismindustry/datasets/coastaltownsinenglandandwales>
<https://data.essex.gov.uk/dataset/e1kmd/essex-economic-commission-dealing-with-challenges-of-coastal-communities-in-greater-essex>

What actions have already been taken to mitigate any negative impacts: n/a

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: Yes

Where are staff coming from and how they are travelling? Using local staff to reduce travel needs, use sustainable modes of travel to get to sites. Where car journey are essential, can staff be incentivised to car share?: Staff for Mental Health Services come from all over the County and usually by car.

Are you specifying electric cars?: No

Are you specifying transition to low emission vehicles for heavier vehicles as these become available?:
No

Does your decision / policy involve elements connected to waste?: No

Nature of impact

Sustainable Transport / Travel: Positive

Extent of impact

Sustainable Transport / Travel: Low

Rationale for assessment, including data used to assess the impact: There is a commitment by both the Trust and the Council to develop an operational model based on place based working which in part means that services will be delivered more closely to where service users live (e.g. via Primary Care Network and/or Locality based teams.

The services related to this decision do not directly include the procurement or management of accommodation. However, where the Council has any influence over accommodation for people with MH needs we commit to encouraging service providers to include energy saving designs and systems.

As part of the review and redesign we will give due consideration to how we could reduce staff and service user travel with the aim of to reducing the negative effects on the environment, and with particular respect to travel by car.

What actions have already been taken to mitigate any negative impacts: n/a

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 10/08/2022

Name of person completing the ECIA: Glenn Yates2

Email address of person completing the ECIA: Glenn.Yates2@essex.gov.uk

Your function: Adult Social Care

Your service area: Mental Health

Your team: Operations

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: Peter.Devlin@essex.gov.uk