

Equality Impact Assessment - head of service review

Reference: EQIA153516809

Submitted: 31 October 2019 13:33 PM

Executive summary

Title of policy or decision: Supported employment for adults experiencing mental ill health

Describe the main aims, objectives and purpose of the policy (or decision): The service is designed to:

- Support adults experiencing mental ill health to be recruited into employment
- Support adults experiencing mental ill health to retain their employment

The current contract expires on the 30th April 2020. A paper has been timetabled for Cabinet on the 26th November 2019 to seek permission to extend the current contract to the 30th June 2020 and to launch a tender to procure a new service to go live on the 1st July 2020.

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Help create great places to grow up, live and work

Which strategic priorities does this support? - Enable inclusive economic growth: Help people in Essex prosper by increasing their skills

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help to secure stronger, safer and more neighbourly communities

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: Cabinet Paper, Forward Plan ref: FP/533/10/19

Please upload any documents which relate to this EqIA, for example decision documents: Cabinet Paper, Forward Plan ref: FP/533/10/19

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): Supporting adults experiencing mental ill health to gain and retain employment is a priority both for the county council and the NHS. Research demonstrates the positive impact of employment on self-esteem, life satisfaction and actually reducing the symptoms of mental ill health themselves. This desire to help and support those experiencing mental ill health and improve their quality of life is central to our approach. There is no statutory requirement for this service, however, it is recognised as an early intervention and prevention service which promotes social inclusion, independence and community wellbeing by offering increased opportunities to secure open / paid employment.

Essex County Council has commissioned employment support services for those experiencing mental ill health and being supported by secondary mental health services since 2008 and the services have always achieved good outcomes. Since 2015, the current provider have delivered recruitment services using the individual placement and support (IPS) model and are a partner in the Centres of Excellence Programme. The associated retention service is growing and has had a positive impact for numerous adults in employment and known to secondary mental health services who are in need of support to retain their employment during periods of mental

ill health. The services Essex County Council and the Clinical Commissioning Groups have commissioned over the last 11 years have had positive impacts for targeted groups and more broadly supported mental health awareness across a large number of employers.

Based on the broader evidence and local service performance, our assessment is that this service positively impacts people in employment or with a need for vocational support due to a mental health need. Engagement with professionals in the market, internal and external stakeholders and individuals with lived experience clearly shows the need for this service and the positive impact supported employment services have, for individuals, communities, employers and the broader economy. The recommissioned service will not only support individuals known to secondary mental health services, but, for retention services, enables anyone to self-refer, or be referred (by consent) to the service. This early access will ensure that the service has a preventative focus, such that individuals experiencing poor mental health can secure support sooner and seek to prevent crisis.

Does or will the policy or decision affect:

Service users: Yes

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: Yes

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: Disability - mental health issues

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: No negative impacts have been identified.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: The service is designed to support individuals experiencing mental ill health to gain or retain employment where there is an identified need.

For recruitment, the individual will be open to secondary mental health services and the vocational need will be identified by a clinician involved in their care, who will refer them to a mental health specialist for support using the Individual Placement and Support model.

For retention, the individual could be referred via a number of mechanisms, including self-referral and family/friends or professional referral, by consent.

Extent of impact: Medium

Please provide more details about the extent of impact: Research shows the positive impact of employment

for mental health on self-esteem, life satisfaction and actually reducing the symptoms of mental ill health themselves. Central to our approach is a desire to help and support those experiencing mental ill health and improve their quality of life.

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqlA completed: 31/10/2019

Name of person completing the EqlA: Kim Gisby

Email address of person completing the EqlA: Kim.Chambers@essex.gov.uk

Your function: Children & Families

Your service area: Children, Families & Mental Health Commissioning

Your team: Children, Families & Mental Health Commissioning

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

Email address of Head of Service: emily.oliver@essex.gov.uk