

Equalities Comprehensive Impact Assessment v2 - Head of service review

Reference: ECIA509072287

Submitted: 26 May 2023 16:47 PM

Executive summary

Title of policy / decision: Southend Essex and Thurrock Mental Health Strategy

Policy / decision type: Cabinet Decision

Overview of policy / decision: To endorse the draft strategy which has been developed collaboratively with partners and is consistent with our Integrated Care Partnership Strategy and Joint Forward Plan. To support the establishment of a Strategy Implementation Group to support and coordinate collaborative working across partners to implement the strategy.

What outcome(s) are you hoping to achieve?: Agreement to a strategic approach across the Southend, Essex and Thurrock Mental Health system

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

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?: Through the strategy implementation group

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form: It will involve using available funds in a different way. There will be an implementation plan sitting behind the strategy which will give further information on specific actions. Formal decision making processes will be followed for each decision required as part of this plan.

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, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Outcomes for vulnerable children, 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: Medium

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: Positive

Extent of impact: Low

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Low

Sex

Nature of impact: Positive

Extent of impact: Low

Gender reassignment

Nature of impact: Positive

Extent of impact: Low

Marriage / civil partnership

Nature of impact: Positive

Extent of impact: Low

Pregnancy / maternity

Nature of impact: Positive

Extent of impact: Low

Race

Nature of impact: Positive

Extent of impact: Low

Religion / belief

Nature of impact: Positive

Extent of impact: Low

Sexual orientation

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: There has been a wide range of engagement work not just from system partners but also from people who use service to inform the strategy. All these exercises tell us that people need and wish to see services which join up across partners, span the all age spectrum, give people meaningful and purposeful activity and support their recovery holistically (rather than just treat symptoms). These are central tenets to the strategy.

What actions have already been taken to mitigate any negative impacts?: There is a commitment to improve our work on equality, diversity and inclusion linked to the known equity issues and over-representation in secondary care services in some groups. These will be addressed by the strategy implementation group.

How could you strengthen any positive impact(s)?: Through partnership working and increasing the level of lived experience influence and co-production with people who use services. As part of the implementation there will be a lived experience group that will be actively involved to inform plans.

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: High

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

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

Nature of impact: None

Residents of Harlow

Nature of impact: None

Residents of Jaywick and Clacton

Nature of impact: None

Residents of Harwich

Nature of impact: None

Residents of Basildon (Town) housing estates

Nature of impact: None

Residents of Canvey Island

Nature of impact: None

Residents of Colchester (Town) - Housing Estates

Nature of impact: None

Residents of Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Through closer system working and aligned priorities it is expected that people who experience mental ill health will see improvements particularly in relation to transitions.

What actions have already been taken to mitigate any negative impacts?: These will be addressed by the strategy implementation group

How could you strengthen any positive impact(s)?: Through partnership working and increasing the level of lived experience influence and co-production with people who use services.

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: Positive

Extent of impact: Low

Homeless / rough sleepers

Nature of impact: Positive

Extent of impact: Low

People who experience drug and alcohol dependence

Nature of impact: Positive

Extent of impact: Low

Offenders / ex-offenders

Nature of impact: Positive

Extent of impact: Low

Victims of modern slavery

Nature of impact: Too early for impact to be known

Carers

Nature of impact: Positive

Extent of impact: Low

Looked after children / care leavers

Nature of impact: Positive

Extent of impact: Low

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: Positive

Extent of impact: Low

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Medium

People on low income

Nature of impact: Positive

Extent of impact: Low

Sex workers

Nature of impact: Positive

Extent of impact: Low

Ethnic minorities

Nature of impact: Positive

Extent of impact: Low

Gypsy, Roma, and Traveller communities

Nature of impact: Positive

Extent of impact: Low

People with multiple complex needs or multi-morbidities

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: There should be little impact

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: There should be no specific impact on these groups

What actions have already been taken to mitigate any negative impacts?:

Families

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

Nature of impact: None

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: None

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

Nature of impact: None

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: None

Rationale for assessment, including data used to assess the impact: There should be no impact on these groups

What actions have already been taken to mitigate any negative impacts?:

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: No

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): No

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

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: 19/04/2023

Name of person completing the ECIA: Emily Oliver

Email address of person completing the ECIA: Emily.Oliver@essex.gov.uk

Your function: Adult Social Care

Your service area: Commissioning

Your team: Commissioning

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

Email address of Head of Service: Moira.Mcgrath@essex.gov.uk