

Equality Impact Assessment

Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published [online](#):
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions and Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:
Shammi Jalota shammi.jalota@essex.gov.uk
Head of Equality and Diversity
Corporate Law & Assurance
Tel 0330 134592 or 07740 901114



Section 1: Identifying details

Your function, service area and team: Strategic Commissioning and Policy – People – Mental Health

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Supported Employment : NHSE investment

Officer completing the EqlA: Clare Gebel
Tel: : 0333 0136265
Email: clare.gebel@essex.gov.uk

Date of completing the assessment:



Section 2: Policy to be analysed

2.1	<p>Is this a new policy (or decision) or a change to an existing policy, practice or project?</p> <p>Change to existing policy in terms of this additional money will increase the numbers of people being supported.</p>
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p>The Support Employment Service will support the achievement of the following Corporate Outcomes:</p> <ul style="list-style-type: none"> <p>HELP PEOPLE GET THE BEST START IN LIFE AND AGE WELL.</p> <p>The relevant indicators for this activity are:</p> <ul style="list-style-type: none"> <i>Enable more vulnerable adults to live independent of Social Care</i> <p>Research shows that having social contacts and being in work are good for health and wellbeing, and they play an important role in recovery from mental ill health. People with disabilities and mental ill health suffer high rates of social isolation and unemployment that not only hinder their recovery, but also increase the risk of their health deteriorating.</p> <p>ENABLE INCLUSIVE ECONOMIC GROWTH.</p> <p>The relevant indicators for this activity are:</p> <ul style="list-style-type: none"> <i>Help people in Essex prosper by increasing their skills.</i> <i>Percentage of working age people in employment.</i> <i>Tackling the causes of disadvantage, ensuring that all Essex residents can access good jobs and an excellent education, regardless of their background.</i> <p>Part of a person's pathway to obtaining open/paid employment could lead to them participating vocational learning which could lead to them having aspirations to participate in undertaking further or higher education.</p> <p>Individuals in work are making a positive contribution to the local economy and reducing their dependency on statutory services and welfare benefits.</p> <p>HELP CREATE GREAT PLACES TO GROW UP LIVE AND WORK</p> <p>The relevant indicators for this activity are:</p> <ul style="list-style-type: none"> <i>Connecting people to employment and learning opportunities.;</i> <i>Proportion of people who live independently</i> <p>The service forms part of the overarching Increasing Independence programme. The enablement and progression approach of the programme is designed to increase individual achievements and enhance the skills of individuals and families.</p> <p>To support these objectives Essex county Council already commissions a Mental Health Employment service through a contract with EPUT. This arrangement includes an element of funding from the CCGs.</p> <p>The overall aim of the supported employment service is to promote social inclusion and community wellbeing by having services which support recovery, progression and enable people to live independently in the community.</p>



	<p>The current supported employment service for people with severe and enduring mental health conditions has been in place since 2009 and has demonstrated significant benefits for the Health and Social Care economy, with the joint service building upon these successes.</p> <p>The objectives for the Supported Employment service are: Support 422 people into work Support 303 People to retain their employment.</p> <p>The annual contract value is £600,000 The CCGs have been given a grant totalling £905,937 from NHS England to increase the capacity of these services for the period 1st April 2018 – 31st March 2020 which they wish to transfer to ECC to include within our current arrangements.</p> <p>This will increase the capacity within the service and allow more individuals to access the service and be supported into employment.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> • service users • employees • the wider community or groups of people, particularly where there are areas of known inequalities? <p>Will the policy or decision influence how organisations operate?</p> <p>This change will affect service users. Increased capacity will result in more service users being able to access the service and be supported into employment.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <p>There will be changes in Financial resources but these are all being funded by the grant from NHS England. This will therefore have no impact on Essex County Council's resources.</p>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p>



Section 3: Evidence/data about the user population and consultation¹

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p><u>Adults with Mental Health Needs</u></p> <p>The service is targeted at people who are on a Care Programme Approach (CPA) and known to secondary mental health services or Adult Social Care and it has been identified that they have a desire to enter open/paid employment and would benefit from support from the employment service.</p> <p>The current targets for the service are Support 422 people into work Support 303 People to retain their employment.</p> <p>The additional money will increase these targets pro rata</p>
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>Consultation has not been considered necessary. The additional money will just increase the numbers of people that the service is able to support. It will not change the service being delivered in anyway.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people:</p> <p>Not applicable please see explanation in 3.2</p>

¹ Data sources within EEC. Refer to Essex Insight:
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>
with links to JSNA and 2011 Census.



Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
<p><u>Age</u> The service is for working age adults with mental health needs known to secondary mental health services or adult social care. The service will not work with children or older adults. This service has been designed to ensure equity of access for people of working age and an assessment of provider's equality and diversity policies and procedures was undertaken as part of the original tender process. The experience and outcomes of customers will be monitored to ensure that the service does not detrimentally impact on any of the protected groups. Any issues identified through contract monitoring or service user feedback will be addressed promptly.</p>	Positive	Low
<p><u>Disability – learning disability</u> This service is for working age adults with mental health needs there is a separate contract for those people with learning disabilities and this is not affected by these changes.</p>	Neutral	Low
<p><u>Disability – mental health issues</u> This service is for people with mental health needs known to secondary mental health services or adult social care, The service specification reflects best practice for supporting people with mental health needs.</p>	Positive	Low



Any issues identified through contract monitoring or service user feedback will be addressed promptly. Increasing the capacity of this service will ensure that more people can be supported.		
<u>Disability – physical impairment</u> This service is for people with mental health needs known to either secondary mental health services or adult social care, however, the service would be inclusive for any person with any additional disability who requires additional support. The service specification reflects best practice for supporting people with mental health needs. Any issues identified through contract monitoring or service user feedback will be addressed promptly.	Positive	Low
<u>Disability – sensory impairment (visual, hearing and deafblind)</u> This service is for people with mental health needs known to secondary mental health services or adult social care, however, the service would be inclusive for any person with any additional disability who requires additional support. The service specification reflects best practice for supporting people with mental health needs. Any issues identified through contract monitoring or service user feedback will be addressed promptly.	Positive	Low
<u>Gender/Sex</u> We do not foresee that the service proposed will have an adverse impact on the gender mix or take up of the service. The service will be inclusive for adults with a mental health condition and	Positive	Low



are either known to secondary mental health services or adult social care and assessment of providers' equality and diversity policies and procedures was evaluated as a part of the tender process. The experience and outcomes of customers will continue to be monitored to ensure the service does not detrimentally impact on any of the protected groups. Any issues identified through contract monitoring or service user feedback will be addressed promptly.		
<u>Gender reassignment</u> Providers will be expected to offer services that are inclusive and non-discriminatory. Any issues identified through contract monitoring or service user feedback will be addressed promptly. Providers have evidenced they are able to deliver services which are reflective of people's needs.	Positive	Low
<u>Marriage/civil partnership</u> Services will be open access and assessment of providers' equality and diversity policies has been undertaken as part of the initial tender process. Any issues identified through contract monitoring or service user feedback will be addressed promptly.	Positive	Low
<u>Pregnancy/maternity</u> There will be a low impact as the service is not a specialised perinatal service. There are other specialised services that people can be supported to access. Providers will be expected to work with people who are expecting a child or returning to work from maternity/paternity leave and to help facilitate this process as required.	Positive	Low



<p><u>Race</u> This is an inclusive service for adults with a severe and enduring mental health condition and are either known to secondary mental health services or adult social care irrespective of race and culture. Assessment of providers' equality and diversity policies and procedures was evaluated as a part of the initial tender process. Providers will be required to monitor and produce action plans where necessary to ensure the service is accessible to individuals from BME groups. The experience and outcomes of customers will be monitored to ensure the service does not detrimentally impact on any of the protected groups. Any issues identified through contract monitoring or service user feedback will be addressed promptly.</p>	Positive	Low
<p><u>Religion/belief</u> Providers will be expected to offer services that are inclusive and non-discriminatory. It is important no one is disadvantaged or discriminated against due to religion or belief and providers will be required to promote the service in order to improve uptake of services by people from different religions or beliefs. Any issues identified through contract monitoring or service user feedback will be addressed promptly. Providers will need to evidence they are able to deliver services which are reflective of people's needs</p>	Positive	Low
<p><u>Sexual orientation</u> Providers will be expected to offer services that are inclusive and non-discriminatory. Any issues identified through contract monitoring or service user feedback will be addressed promptly. The experience and outcomes of customers will be monitored to ensure the service</p>	Positive	Low



does not detrimentally impact on any of the protected groups. Any issues identified through contract monitoring or service user feedback will be addressed promptly.		
Cross-cutting themes		
Description of impact	Nature of impact Positive, neutral, adverse (explain why)	Extent of impact Low, medium, high (use L, M or H)
<u>Socio-economic</u> It is known that the incidences of mental health are high in areas of high deprivation. Adults with a mental health problem are more likely to be unemployed and reliant on means tested benefits as well as additional health and social care support. The service has been designed to ensure that these issues are addressed and in areas of deprivation, the level of service provision has been adjusted accordingly. Increasing capacity in this service will enable more people to be supported.	Positive	Low
<u>Environmental, eg housing, transport links/rural isolation</u> The service will cover all parts of Essex including the rural areas and the service specification ensures that the provider takes account of those in difficult locations.	Positive	Low
<u>Health Inequalities:</u> People with Mental Health needs and adults with disabilities are known to have lower life expectancy, heart problems and obesity. Increasing the capacity of the service will enhance the existing employment service already delivered to these people	Positive	Low



and their physical health needs are monitored.		
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Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' YES ', use the action plan at Section 6 to describe the adverse impacts and what mitigating actions you could put in place.



Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.



Section 7: Sign off

**I confirm that this initial analysis has been completed appropriately.
(A typed signature is sufficient.)**

Signature of Head of Service:

Date:

Signature of person completing the EqlA:

Date:

Advice

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

