

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
 - gender and 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 at:
<http://cmis.essexcc.gov.uk/essexcmis5/Home.aspx>
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: Corporate and Customer Services

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

Title of policy or decision: Procurement of an Integrated Recovery Management Service and a Community Rehabilitation and a Psychosocial Interventions Service for people with substance misuse issues

Officer completing the EqlA: Ryan Pitt Tel: Email: ryan.pitt@essex.gov.uk

Date of completing the assessment: 22 March 2016

Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? Yes
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): To procure an Integrated Recovery Management Service and a Community Rehabilitation and a Psychosocial Interventions Service for people with substance misuse issues across Essex.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? The outcome we are hoping to achieve is to commission an Integrated Recovery Management Service and a Community Rehabilitation and a Psychosocial Interventions Service for people with substance misuse issues across Essex .</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>Yes to all.</p> <p>Will the policy or decision influence how organisations operate? Yes.</p>
2.4	<p>Will the policy or decision involve substantial changes in resources? No. However, a minimum of £50,000 saving will be obtained on an annual basis and additional savings maybe made dependent on the winning bidders submission.</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>

	<p>This decision will have a direct impact on the Council's Corporate Outcomes Framework 2014-18, in relation to the People in Essex enjoy good health and wellbeing and People in Essex live in safe communities and are protected from harm. The decision will also have a direct impact on ECC's Vision for Essex 2013-17 specifically improving public health and wellbeing across Essex and keeping our communities safe and building community resilience.</p> <p>People in Essex enjoy good health and wellbeing: The services will improve the health and wellbeing of people with substance misuse issues by providing necessary interventions and recovery support in order to reduce their drug and/or alcohol addictions and improve their quality of life.</p> <p>People in Essex live in safe communities: The services aim to recover people with substance misuse issues and in so doing makes the communities of Essex safer. The proposed new services will also provide information and advice to families and carers as well as the wider community.</p> <p>It is expected that the services which will be delivered under these contracts will improve service users' health and wellbeing by providing them with recovery focused intensive treatment and support</p>
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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>The feedback through a variety of means (such as Doctoral Theses and service user consultations) tells us that substance misuse services need to be procured in the manner outlined in the policy. The services commissioned supply performance data to the National Drug Treatment Monitoring System (NDTMS), which gives real time information about trajectory against key targets and population penetration. This is monitored on a regular basis by the Commissioner.</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>Yes, service users have been consulted/involved by way of service user consultations and qualitative interviews.</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:</p> <p>Not applicable</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)
Age	Neutral – Services will be available to all individuals who were accessing them previously	L
Disability	Neutral – Services will be available to all individuals who were accessing them previously	L
Gender	Neutral – Services will be available to all individuals who were accessing them previously	L
Gender reassignment	Neutral – Services will be available to all individuals who were accessing them previously	L
Marriage/civil partnership	Neutral – Services will be available to all individuals who were accessing them previously	L
Pregnancy/maternity	Neutral – Services will be available to all individuals who were accessing them previously	L
Race	Neutral – Services will be available to all individuals who were accessing them previously	L
Religion/belief	Neutral – Services will be available to all individuals who were accessing them previously	L
Sexual orientation	Neutral – Services will be available to all individuals who were accessing them previously	L
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)
Socio-economic	Neutral	L
Environmental, eg housing, transport links/rural isolation	Neutral	L



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.

