

Equality Impact Assessment - head of service review

Reference: EQIA324293155

Submitted: 12 April 2021 05:30 AM

Executive summary

Title of policy or decision: Procurement of the Essex Community Wellbeing Service

Describe the main aims, objectives and purpose of the policy (or decision): To procure a single, integrated, countywide Essex Community Wellbeing Service, and which will be delivered by a single lead provider.

This will bring together a range of different services, including Lifestyle Services, which are currently delivered by a range of providers and through different contracts and or grant agreements. For example, this will include NHS Health Checks, Weight Management, Community Agents, as well as provide an opportunity to align with Adult Social Care services and approach to commissioning.

The intention is that the new Community Wellbeing Service will provide a fundamentally different approach to meeting the health and wellbeing needs of the residents of Essex, which will:

- substantially increase the scale of Essex residents engaged and being supported;
- provide a single point of access thereby simplifying referral routes and pathways;
- ensure a person centred (not service centred) holistic approach to a person's physical and mental health and wellbeing;
- achieve long term behaviour change;
- address social, economic and environmental factors which impact people's health (wider determinants of health) thereby responding to the differing social, cultural and economic needs which exist across Essex;
- move away from traditional methods of service delivery, to one which facilitates upskilling of communities to develop peer led support outside of formal, clinical settings;
- maximise use digital solutions including building digital communities;
- build on best practice achieved by the response to the COVID-19 pandemic including re purposing of the Essex Lifestyle Service as the Essex Wellbeing Service and incorporation of Care Navigation Plus
- ensure a Health in Health in All Policies approach

What outcome(s) are you hoping to achieve?: Enable inclusive economic growth, Help people get the best start and age well, Help create great places to grow up, live and work, Transform the council to achieve more with less

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 people get the best start and age well: Enable more vulnerable adults to live independent of social care, Improve the health of people in Essex

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

Which strategic priorities does this support? - Transform the council to achieve more with less: Develop the capability, performance and engagement of our people, Re-imagine how residents' needs can be met in a digital world

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: This will be provided separately

Please upload any documents which relate to this EqIA, for example decision documents: This will be provided separately

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): Smoking, poor diet, physical inactivity and high alcohol consumption are identified as the principal behavioural risks to people's health in England today, and which are impacted by socio economic factors for example where people live, debt, housing and poverty. Although the full extent is not yet known, it is anticipated that the pandemic will have further impacted on people's lifestyle behaviours as well as exacerbating health inequalities.

Smoking:

The estimated number of people smoking in Essex is 153,841 (Estimate based on 2019 phoutcomes.info smoking prevalence and 2019 ONS mid-year estimate, 16+population). In Essex smoking prevalence has continued to decrease steadily over the last 9 years and is currently just below the England average.

However, there is wide variation in the current smoking levels across Essex. For example Chelmsford, Rochford and Colchester have the lowest smoking prevalence, as compared to Braintree, Harlow and Basildon where almost double the proportion of the adult population smoke.

In addition, population groups who experience the largest barriers to giving up smoking include for example routine and manual worker, those suffering with long term conditions such as COPD or Diabetes and Black, Asian and Minority Ethnic Communities (BAME).

Smoking impairs the immune system and lung function and is a known risk factor for respiratory disease and mortality. Tobacco is also a major risk factor for noncommunicable diseases like cardiovascular disease, cancer, and diabetes which put people at higher risk for developing severe illness when affected by Covid-19.

Alcohol:

The evidence indicates that more deprived areas for example, Tendring, Harlow, Basildon and Southend-on-Sea, experience greater alcohol-related harm, ie hospital admissions, morbidity and mortality, compared to the less deprived areas. This is consistent with a report published by the World Health Organisation which states that within European countries in general, more alcohol-related harm is experienced in certain groups with a range of socio-economic factors.

Although further investigation is required, there is some evidence to suggest that Covid-19 has affected people's alcohol consumption, ie greater frequency and increased amount of alcohol intake.

Obesity:

In the UK, 64% of adults are overweight or obese. Obesity is a major cause of high blood pressure, type 2 diabetes, heart disease, stroke and cancer. Again there is marked variation across the County: Tendring, Harlow and Maldon have the highest overall obesity prevalence compared to others such as Uttlesford, Brentwood and Chelmsford. There is also evidence that obesity is an independent risk factor for severe illness and death from Covid-19 . Living with excess weight puts people at greater risk of serious illness or death from Covid-19.

Physical Activity:

Physical inactivity is a leading risk factor for global mortality accounting for 6% of deaths. People who have a physically active lifestyle have a 20-35% lower risk of cardiovascular disease, coronary heart disease and stroke

compared to those who have a sedentary lifestyle. Regular physical activity is also associated with a reduced risk of other conditions eg diabetes, obesity, and improved mental health. Tendring and Harlow also have some of the highest proportions of adults classified as physically inactive, higher than the physical inactivity levels across England.

Lockdown and social distancing measures will inevitably have impacted on people's access to and opportunities for physical activity i.e closure of gyms, exercise classes and leisure facilities as well as indirectly eg with more people working from home.

Resources include:

<https://data.essex.gov.uk/dataset/exwyd/essex-jsna-and-district-profile-reports-2019>

Consultation and engagement:

There has been early engagement with prospective and current providers, as well consultation with other stakeholders, including Clinical Commissioning Group (CCG) leads, voluntary sector representatives, as well as fellow commissioners for Adult Social Care, Children and Families, Mental Health and Learning Disabilities.

Feedback from Essex residents has been captured via a survey, shared through a variety of means; including social media and current services. Regular consultation and feedback from Essex residents will be ongoing and used to inform the development of the service and continuous service improvement.

Does or will the policy or decision affect:

Service users: Yes

Employees: Yes

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?: Yes

Will the policy or decision involve substantial changes in resources?: Yes

Is this policy or decision associated with any of the Council's other policies?: Yes

Is the new or revised policy linked to a digital service (website, system or application)?: 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: Age, Disability - learning disability, Disability - mental health issues, Disability - physical impairment, Disability - sensory impairment, Race

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: As stated elsewhere, by way of response to the pandemic, current service provision has been re purposed, and additional resources put in place to support those groups already at risk of poorer outcomes and likely to be worst affected. This has included for example:

- Re purposing of the Essex Lifestyle Service to form the Essex Wellbeing Service;
- Additional funding to provide Mental Health First Aid training in workplaces and wider communities

Age

Nature of impact: Positive

Please provide more details about the nature of impact: The new Community Wellbeing Service will focus on prevention and early intervention which identify those before they reach crisis, and prevent escalation of need which require formal social care/statutory service interventions. Early intervention will also help prevent the number of older people also developing long term health conditions.

Extent of impact: Low

Please provide more details about the extent of impact: The new Service will need time to develop and therefore the extent of the impact is marked low at this time.

Disability - learning disability

Nature of impact: Positive

Please provide more details about the nature of impact: The consolidation and integration of services, including alignment with Adult Social Care, as well as simplified pathways will ensure greater reach and accessibility for all adults.

Extent of impact: Low

Please provide more details about the extent of impact: The new Service will need time to develop and therefore the extent of the impact is marked low at this time.

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: The new Service has a significant focus on supporting those with mental health issues, including those who may not be in contact with services and those whose mental health issues may be hidden, both in the workplace and wider community. This will include (but not be limited to) providing Mental Health First Aid (MHFA) training and which equips people with a range of skills including, an in-depth understanding of mental health and the factors that can affect people's wellbeing, ability to spot the triggers and signs of mental health issues, confidence to reassure and support someone in distress, as well as signposting to further support where appropriate.

This in turn will help overcome other barriers associated with poor mental health including access to employment opportunities and job retention.

Extent of impact: Medium

Please provide more details about the extent of impact: Significant progress is already underway in terms of numbers being supported through MHFA training and this is expected to continue both within workplaces and the community as the new Service develops.

Disability - physical impairment

Nature of impact: Positive

Please provide more details about the nature of impact: The consolidation and integration of services, including alignment with Adult Social Care, as well as simplified pathways will ensure greater reach and accessibility for all adults.

Extent of impact: Low

Please provide more details about the extent of impact: The new Service will need time to develop and therefore the extent of the impact is marked low at this time.

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: The consolidation and integration of services, including alignment with Adult Social Care, as well as simplified pathways will ensure greater reach and accessibility for all adults.

Extent of impact: Low

Please provide more details about the extent of impact: The new Service will need time to develop and therefore the extent of the impact is marked low at this time.

Race

Nature of impact: Positive

Please provide more details about the nature of impact: This will include for example increasing the number of quitters from the BAME population who are one of the groups which experience the largest barriers to giving up smoking.

Extent of impact: Low

Please provide more details about the extent of impact: The new Service will need time to develop and therefore the extent of the impact is marked low at this time.

Action plan to address and monitor adverse impacts

Does your EqIA 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 EqIA completed: 12/04/2021

Name of person completing the EqIA: Claire Bartoli

Email address of person completing the EqIA: Claire.Bartoli@essex.gov.uk

Your function: Place and Public Health

Your service area: Wellbeing, Public Health and Communities

Your team: Wellbeing and Public Health

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

Email address of Head of Service: Chris.french@essex.gov.uk