

Appendix 1: Mental Health Community Service. Equality Impact Assessment (EqIA)



You will need to produce an Equality Impact Assessment (EqIA) if:

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity. You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process (outlined in appendix 1). Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Equalities and borough profile data, as well as other sources of statistical information can be found on the Harrow hub, within the section entitled: [Equality Impact Assessment](#) - sources of statistical information.

Equality Impact Assessment (EqIA)

Type of Decision:	<input checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
Title of Proposal	Decision to procure a mental health community service	Date EqIA created: 17/09/2024
Name and job title of completing/lead Officer	Sarah Ives. Strategic Commissioning Manager Mental Health	
Directorate/ Service responsible	Adult Social Care and Public Health Directorate, Strategy and Commissioning	
Organisational approval		
EqIA approved by the EDI Team:	Name: Jennifer Rock Partnerships and Inclusion Officer Policy, Partnerships & Cohesion	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval:11.10.24

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions

(to be completed **after** you have completed sections 2 - 5)

a) What is your proposal?

To procure a mental health community service that is recovery focussed, providing prevention and early intervention and prevention. The service will take an assets/strengths based approach to support Harrow residents struggling with mental health problems to be more resilient and avoid the need for crisis and inpatient services.

b) Summarise the impact of your proposal on groups with protected characteristics

The mental health community service will have a significant focus on empowering people, providing targeted interventions to reduce health and social care inequalities and specifically target groups that are currently underrepresented in our existing prevention services.

c) Summarise any potential negative impact(s) identified and mitigating actions

Currently there is a gap in provision for preventative recovery focussed community services which creates a risk that people will become chronically unwell and need more expensive packages of care. It has also been identified that there has been inequality of access to mental health community services with some Harrow communities being overrepresented in crisis services and underrepresented in prevention based services. Therefore the service specification for this new service has been coproduced with Harrow residents and gives a focus to reducing inequality around access and ongoing monitoring of the service will take place to ensure all communities in Harrow are supported.

2. Assessing impact					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to borough profile data , equalities data , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on each group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>A review of mental health community services in Harrow identified that younger people were not accessing services. Therefore the new service has been designed to ensure that it is better linked with other services to target younger age groups. The impact of previous covid restrictions impacted on the whole population including children, families and people with mental health ill health and led to an increase in presentation of people seeking support for their mental health. This was particularly apparent for younger people.</p> <p>Our own local engagement with residents identified that people wanted more support to combat loneliness and social isolation There is strong national evidence that older people are particularly vulnerable to loneliness and social isolation which in turn has a significant impact on both mental and physical health, such as higher risks of anxiety and depression, memory issues, risk of high blood pressure and heart disease amongst others.</p> <p>There is a requirement for the new service to ensure its communication and promotional literature reaches all groups and ensure there is equity of access for all age groups in Harrow. Contract KPIs will be monitored to measure impact and remedial action will be agreed with the provider as required.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>Mental health illness represents a significant disability whereby people with a serious mental illness die approximately 15-20 years earlier than the general population. There are a number of health measures in place to address this, however people often need social care support to access these wider services and opportunities. The new service</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	being proposed will prioritise supporting Harrow residents with mental illness to access other services to reduce the negative impact of disability.				
Gender reassignment	Transgender people can be disproportionately affected by poor mental health outcomes as a result of stigma and discrimination. The new service will be commissioned to ensure that all Harrow communities are welcomed and feel comfortable within the new service. The service will also be expected to sign post people to specialist support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	No specific issues have been identified as a result of people being married or in a civil partnership in relation to this new service. However we know that people who experience domestic abuse have an increased risk of developing depression, an anxiety disorder or post-traumatic stress disorder. Whilst this doesn't have a specific focus on working with people who have or are experiencing domestic abuse, it will have a role in sign-posting people to more specialist services and providing all groups with more general preventative and recovery focussed mental health social care support.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	Whilst there can be specific mental health issues relating to pregnancy and maternity these are likely to require specialist interventions that the service will not be commissioned to provide. However, the new service can signpost to other services and will be required to know what is available to Harrow residents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Race/ Ethnicity	<p>A review of mental health community services in Harrow identified that young black men from African and Caribbean were overrepresented in our crisis services and underrepresented in our prevention support offer. The new service will be commissioned to specifically target underrepresented groups to ensure that they are supported at an early stage so that they can access the right care at the right time. As part of the procurement process commissioners will be looking for organisations who have appropriate cultural competencies to work with all of our Harrow residents. We will also expect consideration to be given to how the new service can work in partnership with specific cultural groups and organisations currently working in Harrow to maximise their ability to work with all of our residents. This will be monitored via the contract we put in place and data will be collected and feedback sought from people accessing the service.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<p>Research shows that spirituality and religion can be a protective factor against poor mental health. Religion affiliation is high in Harrow, with Harrow having the 2nd lowest number of residents who stated they have no religion. In the 2011 Census, Christianity was ranked as the common number of followers with 37% (59% nationally). Hinduism is the second most common religion and ranked highest nationally. Harrow has the highest proportion of Hindus, Jains and Unification churches in London and the second highest for Zoroastrianism.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<p>There are no identified issues in Harrow of inequity of access to mental health community services on the grounds of sex. However, we will monitor whether issues arise in relation to who is accessing the service and ensuring any chosen provider is aware of how to manage problems that relate to either men or women not wanting to accept support because they are underrepresented in the service and feel excluded or unwelcome as a result.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<p>Mental health problems can be more common among people who are LGBTIQ+ as a result of discrimination, stigma and social isolation. The new service will be commissioned to ensure that all Harrow communities are welcomed and feel comfortable within the new service. The service will also be expected to sign post people to specialist support.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?

Yes No

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below

2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?

Yes No

If you clicked the Yes box, Include details in the space below

3. Actions to mitigate/remove negative impact

Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for each group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer

4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

The new service will be commissioned with a specific agenda around reducing inequalities which has been coproduced with Harrow residents. The service will be required to ensure everyone in Harrow has the opportunity to reach their potential. The provider of the new service is specifically asked to ensure they:

- Do not discriminate based upon peoples protected characteristics under the Equality Act 2010.
- Tailor support to meet people’s differing needs, encouraging people to take control of their journey to wellbeing through offering choice and control in accessing a wide range of opportunities activities and resources.

- Address and reduce health inequalities for population groups who experience greater barriers to accessing mental health services.

The new provider of the service is also required to

- Ensure that Equal Opportunities and their implications in practice are intrinsic to the delivery of the service (this includes people who use the service, their carers, staff and volunteers) in line with this specification.
- The Service Provider must undertake to keep up to date records on service users' protected characteristics in order to report on these as required.

5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Outcome 2

Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4

Outcome 3

This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.

Include details here

