



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. Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Borough profile data and other sources of statistical information on each group can be found on the Harrow hub, within the section entitled: Equality Impact Assessment - [Borough profile data](#) and other sources of information to help you complete your EqIA template.

Equality Impact Assessment (EqIA)

Type of Decision:	<input type="radio"/> Cabinet	
Title of Proposal	Reprocurement of NHS Health Checks programme	Date EqIA created: 1 August 2018
Value of savings to be made (if applicable):	No savings.	
Name and job title of completing/lead Officer	Jonathan Hill-Brown, Public Health Commissioning Officer	
Directorate/ Service responsible	People Directorate – Public Health Department	
Organisational approval		
EqIA approved by Directorate Equality Task Group (DETG) Chair	Name: Johanna Morgan, Divisional Director - People Services	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval: 16.8.18

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?

The Council needs to retender the contract to deliver NHS Health Checks in Harrow. The NHS Health Checks programme is a cardiovascular check for adults aged 40-74 without a pre-existing condition and who have not had an NHS Health Check in the last five years. This is one of the statutory duties of a local authority. The current contract with Harrow Health CIC (the Harrow GP Federation) expires on 31 March 2019.

The intention is to award the contract to a single supplier e.g. a federation of GP practices.

There is a strong link between poverty and poor cardiovascular health. Some ethnicities are also at greater risk i.e. those from south east Asia.

These health checks should not be confused with the Learning Disability Annual Health Checks which are the responsibility of the NHS.

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

This is a programme that is open to all. The Council, along with the new provider, will be monitoring the data – in as far as it is available – to ensure that there is no negative impact and that all protected characteristic groups are accessing the programme.

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

None

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>Projected GLA figures show that in 2018 Harrow has around 99,580 residents between the ages of 40 to 74 years old, which is around 40% of all residents.</p> <p>The NHS Health Check will be for all patients registered with a Harrow GP in this age group.</p> <p>(It should be noted that a significant proportion of the residents aged 40-74 will have a pre-existing cardiovascular condition and, as such, would be excluded from the NHS Health Checks programme. In addition, the programme is based on patients registered with Harrow GP practices i.e. some will be patients resident in neighbouring local authorities. The programme is based on reciprocity and therefore Harrow residents registered with GP practices in neighbouring local authorities would be seen under the programme in those authorities.)</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>Based on ONS data from 2017 approximately 3,600 individuals in Harrow are in receipt of disability benefit and aged 40-74.</p> <p>The top 5 conditions being claimed for disability benefit in Harrow for the 40-74 age range are arthritis, psychosis, learning disability, disease of muscles, joints or bones and back pain. These account for 52% of all conditions.</p> <p>Arthritis is the top condition being claimed for at 17% by 40-74 year olds, followed by psychosis at 15%.</p> <p>If a patient has a pre-existing cardiovascular condition they would be excluded from the</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>NHS Health Check programme as they and their GP would already be aware of their risks.</p> <p>Learning Disability patients would already be entitled to an annual health check but would not be excluded from this programme.</p> <p>There would be no negative impact on patients with disability, only a positive one.</p>				
Gender reassignment	<p>While there are no figures to hand, any patient who had undergone gender reassignment would be invited as any other patient for an NHS Health Check.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	<p>There would be a positive impact in as much as the NHS Health Check programme would also be open to carers. It is know that there is a 23 percent increased risk of stroke for spousal carers¹.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	<p>Approximately 25% of all births in Harrow were to mothers over 35 in 2016/17. There are no statistics to hand on the numbers of births to over 40 year olds.</p> <p>There would be no negative impact on mothers in this age bracket. They would also benefit from NHS Health Checks. In addition, the health of expectant or recent mothers would also be expected to be closely monitored by maternity / perinatal health services as a matter of course.</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

¹ <https://www.england.nhs.uk/commissioning/comm-carers/carer-facts/>

Race/ Ethnicity	<p>According to GLA figures approximately 35% of Harrow residents aged between 40-74 are South Asians i.e. of Indian, Pakistani or Bangladeshi ethnic origin.</p> <p>Under the NHS Health Checks programme it would be expected that there would be a positive impact on this protected characteristic given the higher prevalence for cardiovascular disease for those of South Asian ethnic origin. According to the British Heart Foundation, the rates of diabetes among South Asians are at least twice as high as in the general population.</p> <p>A further 21% are of Harrow residents aged between 40-74 are of other Asian, Arab or Black ethnic origin. It is known that these ethnicities also have a higher risk of cardiovascular disease.²</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>																		
Religion or belief	<p>According to the 2011 census figures the religion of 40-74 year olds was as follows:</p> <table border="1" data-bbox="432 635 790 1038"> <tr> <td>Christian</td> <td>39%</td> </tr> <tr> <td>Buddhist</td> <td>1%</td> </tr> <tr> <td>Hindu</td> <td>25%</td> </tr> <tr> <td>Jewish</td> <td>5%</td> </tr> <tr> <td>Muslim</td> <td>9%</td> </tr> <tr> <td>Sikh</td> <td>1%</td> </tr> <tr> <td>Other religion</td> <td>3%</td> </tr> <tr> <td>No religion</td> <td>10%</td> </tr> <tr> <td>Religion not stated</td> <td>6%</td> </tr> </table> <p>There would be a positive impact on religion or belief in as much as it is linked to race / ethnicity.</p>	Christian	39%	Buddhist	1%	Hindu	25%	Jewish	5%	Muslim	9%	Sikh	1%	Other religion	3%	No religion	10%	Religion not stated	6%	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Christian	39%																						
Buddhist	1%																						
Hindu	25%																						
Jewish	5%																						
Muslim	9%																						
Sikh	1%																						
Other religion	3%																						
No religion	10%																						
Religion not stated	6%																						
Sex	<p>The 99,580 in Harrow aged between 40 and 74 are split 51% women and 49% men, in line with the overall split for all ages in Harrow. There would be no negative impact in</p>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>																		

² <https://www.bhf.org.uk/informationsupport/support/your-ethnicity-and-heart-disease/your-ethnicity-and-heart-disease---african-caribbean>

	terms of gender.				
Sexual Orientation	No negative impact.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<p>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?</p> <p><input type="checkbox"/> Yes No <input checked="" type="checkbox"/></p>					
<p>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</p>					

<p>3. Actions to mitigate/remove negative impact</p> <p>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.</p> <p>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.</p>
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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

Include details in the space below

This is an inclusive service for all 40-74 year olds registered with a Harrow GP practice without any pre-existing cardio-vascular conditions.

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 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 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