

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	The re-procurement of Harrow Adult Substance Misuse Service	Date EqIA created: 1.5.19
Name and job title of completing/lead Officer	Bridget O'Dwyer Senior Commissioning Manager Harrow Substance Misuse Service and Integrated Sexual & Reproductive Health Service	
Directorate/ Service responsible	Public Health People's Directorate	
Organisational approval		
EqIA approved by Directorate Equalities Lead	Name Johanna Morgan	Signature <input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval 10th July 2019

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?
As part of the Public Health England (PHE) Requirements laid out in the Health and Social Care Act 2012, Local Authorities are responsible for commissioning health and social care services for residents.

The re-procurement of the Harrow Adult substance Misuse Service enables the Council to discharge it's duties in relation to the:

- **Health and Social Care Act 2012:** to commission best value and effective services which deliver better outcomes for local residents in relation to their health/wellbeing.
- **Criminal Justice Act 1991:** to provide community treatment to offenders.
- **Children's Act 1989:** to "safeguard and promote the welfare of children within their area who are in need and so far as is consistent with that duty, to promote the upbringing of such children by their families by providing a range and level of services appropriate to those children's needs".

b) Summarise the impact of your proposal on groups with protected characteristics
The re-procurement of Harrow Adult Substance Misuse Service will positively impact all groups with protected characteristics

c) Summarise any potential negative impact(s) identified and mitigating actions
The re-procurement of the Harrow Adult Substance Misuse Service will not lead to reduction in current provision as the intention is to achieve better outcomes for all residents (but particularly those at risk) and better value for money. Therefore no group will be adversely affected by these proposals.

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>Positive Impact: In Harrow the highest age cohort in treatment is 30-49 years and a decrease in 18-29 age groups in treatment. Adult Social Care: Substance misuse is on the rise in older adults due to an ageing population and the “baby boomers” approaching older adulthood. It is estimated that substance misuse will double between 2001 and 2020 in adults over 65 years and is related to increased mortality and morbidity¹. Alcohol misuse damages health and a recent estimate of alcohol dependence² highlighted there were 1,607 Harrow residents who are dependent on alcohol and potentially in need of specialist assessment - of those, there were 157 who were aged 55 years and over. The re-procured Service will incorporate support to deal with isolation in the community and wider multi-disciplinary joint work to support clients with long term conditions. The new Service will work jointly with the Young Persons’ treatment model to avoid ‘cliff edge’ of support at 18.</p> <p><small>¹Substance Misuse in Older Adults - A. Howard, British Geriatrics Society, February 2017 ²Estimates of Alcohol Dependence in England based on APMS 2014, including Estimates of Children Living in a Household with an Adult with Alcohol Dependence Prevalence, Trends, and Amenability to Treatment - Public Health England, March 2017</small></p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	Positive Impact: National Drug Treatment Monitoring Service and local case management database collects data to better understand specific issues relating to disability/ substance misuse and understanding the root causes, the treatment pathway will be able to offer more effective treatment.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>Drug misuse and dependency can lead to a range of harms for the user including poor physical and mental health and ultimately death. ³The proportion of older heroin users, aged 40 and over, in treatment with poor health has been increasing in recent years and is likely to continue to rise.</p> <p>⁴ As increasing numbers of people with Learning Disability are living more independently in communities they are more likely to have access to alcohol and other drugs; and therefore, there is a need for appropriate services to support those who misuse substances</p> <p>³https://www.gov.uk/government/publications/health-matters-preventing-drug-misuse-deaths/health-matters-preventing-drug-misuse-deaths ⁴ https://www.ndti.org.uk/uploads/files/Substance_Misuse_RA_Report.pdf</p>				
Gender reassignment	Positive Impact: the new treatment pathway will offer client specific services such as peer support groups and counselling.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and Civil Partnership	Positive Impact: no data is systematically collected across the treatment system however the new treatment pathway will deliver a service to meet holistic requirements of service users.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and Maternity	Positive Impact: The new Service will jointly work with maternity (community and hospital), psychiatric, forensic, A&E services and L.A. Children Service and safeguarding teams plus other relevant parties.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race/ Ethnicity	Positive Impact: the new treatment pathway will deliver a service to meet requirements of service users who may experience barriers to treatment due to cultural/religious practices.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Religion or belief	Positive Impact: see above	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	Positive Impact: The new treatment pathway should be safe and attractive to women, particular more vulnerable women such as those experiencing domestic violence or sexual exploitation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	Positive Impact: Sexual orientation monitoring of service users in order to understand the experiences of the specific services such as peer support groups and counselling.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input 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 Provider of the Adult Substance Misuse Service will “exercise public functions” for the purposes of section 149(2) of the Equality Act 2010. As such, the Service Provider is required to pay due regard to the Public Sector Equality Duty under section 149(1) of that Act and to deliver the Services accordingly. The Service will also respond positively to the needs of all groups who have a protected

characteristic within the Equality Act 2010 and will be required to demonstrate awareness/be responsive to the accessibility and needs of groups within protective characteristics either in or attempting to access services.

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