

Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Paula Pritchard

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Head of Section: Chris Beyga

Chief Officer: Graham Hodgkinson

Department: Department of Adult Services

Date: 1 March 2013

Section 2: What Council proposal is being assessed

The Health and Social Care Act 2012 establishes a new consumer champion for users of health and social care services known as Healthwatch from April 2013. Healthwatch will exist locally as Local Healthwatch, and nationally as Healthwatch England. Local Healthwatch will replace Local Involvement Networks (LINKs). Local Authorities have been given some flexibility to commission a Local Healthwatch organisation that best suits local need. Local Healthwatch will have the following functions:

- Gathering views and understanding the experiences of patients and the public
- Making people's views known
- Promoting and supporting the involvement of people in the commissioning and provision of local services and how they are scrutinised.
- Recommending investigation or special review of services via Healthwatch England or directly to the Care Quality Commission (CQC)

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes If 'yes' please state which meeting and what date

Health & Wellbeing Overview & Scrutiny Committee 13 March 2013
Cabinet 14 March 2013

Please add hyperlink to where your EIA is/will be published on the Council's website (see your Departmental Equality Group Chair for appropriate hyperlink)

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- ☒ **Services**
- ☐ **The workforce**
- ☒ **Communities**
- ☐ **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- ☐ **None** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

- ☒ Eliminates unlawful discrimination, harassment and victimisation
- ☒ Advances equality of opportunity
- ☒ Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

- ☐ **No** (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Age	Younger people may need to be encouraged to participate. Older peoples focus group/ other will need additional communication techniques.	The use of social media, apps and social networking to encourage younger people. Additional methods of communication required in addition to websites/email so as not to exclude older people.	Paula Pritchard	3 monthly	Healthwatch will need to undertake research to identify the most effective and efficient way of reaching these groups.

Disability	<p>No negative impacts were identified for this protected group but it will be necessary for Healthwatch once it is initiated to make use of national research conducted on engaging and informing disabled people to ensure any impacts/areas for support are recognised.</p> <p>In research conducted in 2010 it was found that it could be difficult for disabled people to navigate the social care and health system in order to obtain assistance.</p>	Healthwatch to ensure that appropriate steps are taken to communicate with and involve disabled people.	Paula Pritchard	3 monthly	Healthwatch board to be recruited in a way that reflects the diverse needs of people in Wirral.
Gender reassignment	No negative impacts were identified. As such the effects of this policy are deemed as neutral on this protected group providing Healthwatch is set up to equality and diversity requirements.	<p>Develop links with organisations, support and advice services that currently exist.</p> <p>Information gathered in one place by well informed staff will save people having to go to several places for information – particularly relating to care and treatment that is gender specific.</p>	Paula Pritchard	3 monthly	Healthwatch staff to be well trained in order to be aware of gender specific issues
Marriage and Civil Partnership	A one size fits all approach that fails to address the way in which the health needs of men and women differ – potentially leading to greater health inequalities between male and female.	Develop links with organisations, support and advice services that currently exist.	Paula Pritchard	3 monthly	Healthwatch staff to be well trained in order to be aware of gender specific issues

Race	<p>Health and wellbeing of BME people improved because people feel empowered to help themselves because they know where to go for information relating to health and wellbeing.</p> <p>Issues such as access to GP interpreters could be considered in terms of equality of access, standards and costs</p>	<p>Information, advice and access points need to be provided in the most appropriate formats.</p> <p>Time and resources needed to undertake effective engagement with all BME communities.</p>	Paula Pritchard	3 monthly	<p>Healthwatch staff and volunteer will need training and support to provide an effective service.</p> <p>BME volunteers might help reach communities and increase Healthwatch understanding of specific barriers and issues.</p>
Sexual Orientation	<p>Access to appropriate information and engagement.</p> <p>A culture of inequalities where it is difficult for lesbian, gay and bi sexual and transgender people to raise issues about concerns they may have.</p>	Develop links with existing organisations that offer support to people from this protected group.	Paula Pritchard	3 monthly	Healthwatch to provide information as to how they will reach these protected groups.

Religion/ belief	<p>Opportunities for individuals and community groups to express their views and raise issues relating to their specific religion / belief or circumstances.</p> <p>Better use of potential faith groups to open access to Healthwatch</p>	Develop links with inter faith forums	Paula Pritchard	3 monthly	Healthwatch to monitor service provision with this protected group.
Pregnancy and maternity	No negative impacts were identified.	Develop links with organisations, support and advice services that currently exist.	Paula Pritchard	3 monthly	Healthwatch to monitor access to people from this protected group.

Section 5a: Where and how will the above actions be monitored?

The local authority will play a vital role in overseeing the developments of this area of work and will work closely with Healthwatch.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

Section 6: What research / data / information have you used in support of this process?

Consultation document - Voluntary Community Action Wirral (VCAW)

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

/ No.

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

– a consultation has already taken place by VCAW

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published (section 2b)**
- b) **Include any potential positive impacts as well as negative impacts? (section 5)**
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**