



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:	Public Health Grant Realignment Changes		
Details are set out:	C10 Option for Change		
Officers undertaking the assessment:	Kay Massingham, Public Health		
Assessment approved by:	Chris Kenny, Director of Public Health	Date: 09/10/2015	Updated: 10/2/2016

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The proposal is to reduce the budget allocation against some of the realigned Public Health grant budget lines within the County Council. A range of services will be impacted. Initial consultation has taken place with Departments but further work will be needed to confirm the impacts.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact

Sexual orientation
including gay, lesbian or bisexual

Positive

Negative

Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>These options involve the reduction of budget for some projects which support people with protected characteristics, as follows:</p> <p>Services for older people: Handy Persons Adaptation Service Older People Early Intervention Service Information Prescriptions Stroke Community Resources to Support People</p> <p>Services for women, including pregnant women and those with young children: Children’s Centres Family Nurse Partnership</p> <p>Services for young people and children: Supported accommodation for young people Young Carers C Card Scheme Youth Offending Team Substance misuse (young people)</p> <p>Services for disabled people: Young Carers Adult, Social Care and Health Mental Health Coproduction service Moving Forward service</p>	<p>The majority of services are proposed for a small reduction.</p> <p>For some of those proposed for larger reductions, the budget has been identified as surplus owing to underspend. In these cases, there is no withdrawal of existing service involved. Therefore, this does not represent a negative impact on existing service users. (Community Resources to Support People, Young Carers, Substance misuse)</p> <p>There will be a more significant impact related to projects which have spent their allocations in full and which are proposed for reduction. This could be mitigated by use of Public Health reserves to offset or taper reductions, so that the impact would be either reduced or delayed.</p>	<p>Discussions would be held with internal departments about how to accommodate the reductions.</p> <p>Consultation will be undertaken with the public and affected stakeholders as part of the Council’s budget consultation.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Of the 1002 responses received as part of the budget consultation, 41% agreed with the proposal and 32% disagreed.

Detailed consultation also took place with other Council departments, commissioned service

providers, other organisations and partners, CCGs, and service users.

Related to the Older People's services, consultation took place with third party providers and partners. The majority of reductions proposed for these services were small and the consultation did not identify any specific impacts.

Related to services affecting women, children and young people, discussions were held with the Children's Department, and with the Nottinghamshire Youth Justice Board, in relation to the Youth Offending Team and Young People's Substance Misuse services. Difficulties were identified in accommodating the reductions in the proposed timeframe, and so provision has been made in Public Health reserves to offset reductions in 2016/17 for Children's Centres, the Youth Offending Team and Young People's Substance Misuse service, so maintaining funding to the services at the same level for a further 12 months and giving additional time to plan to accommodate the reductions. With regard to the Young People's Substance Misuse service, commissioning and contract management is to be handed back to Public Health who will consider future options for service alignment in a life course approach to addressing substance misuse.

With regard to the services affecting people with disabilities, these services were included in external consultations organised by ASCH. A presentation was made to District Council Housing leads at Homelessness prevention Task and Finish Group and service users were invited to attend a consultation meeting on 29 January. A presentation was made to the Learning Disability and Autism Partnership Board. Seventeen mental health service users attended consultation sessions and themed comments were made on the importance of Council services to support people with mental health needs, referencing the value service users perceived in support around housing issues, assistance in dealing with the DWP, and emotional support. Service users also commented on the open and supportive nature of the service and its role in helping develop confidence and well-being among service users. Some similar comments were made in more general terms as part of the public consultation. In mitigation, provision has been made in Public Health reserves to offset reductions in 2016/17 for Moving Forward, the Mental Health Co-production service and Supporting People: Homelessness Support, so maintaining funding to the services at the same level for a further 12 months and giving additional time to plan to accommodate the reductions.

Letters received from CCGs referred to the impact of the reductions on service users, with particular reference to homelessness support and Children's Centres (both proposed for mitigating for one year through support from Public Health reserves) as well as the importance of ensuring that Public Health could continue to meet its statutory obligations and work effectively in partnership.

Completed EqlAs should be sent to equalities@nottscc.gov.uk and will be published on the Council's website.