

Appendix B - Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Carol Foley Sharon Kingsman
Directorate:	Public Health
Date of Completion:	3 May 2018

Name of Policy/Strategy/Service/Function Proposal

Provision of Sexual Health Services for children and young people aged 18 and under

The Aims, Objectives and Expected Outcomes:

This EIA is assessing the delivery of sexual health services for children aged 18 and under. The change will move under 18 sexual health services from the four GP surgeries to clinic settings that are within easy reach of high schools. The under 18 provision at St. Mary's hospital will continue unchanged.

Following the failed procurement for an integrated sexual health service during 2016/17 a direct award for the said contract was awarded to the incumbent provider, IWNHS Trust. The decision to directly award this contract to the incumbent provider was made to ensure continuity of service for statutory sexual health service provision. The award followed OJEU regulations required for this process and was delivered under the direct supervision of the IW Council Procurement and Contract Team.

The contract, agreed and signed by the IW NHS Trust, required a series of transformation elements to be undertaken. The aim of the transformation is to enable a sustainable service that meets statutory requirements, to be delivered that is affordable within the reducing public health budget allocation set for these services.

The provision of effective sexual health services has an active role in the Council's Corporate Plan for 2017 to 2020. <http://wightnet.iow.gov.uk/Documentlibrary/download/corporate-plan>

Within this plan it is highlighted that the council will measure success, in the short term, by supporting and protecting vulnerable people and making sure that all young people have the best start in life so that they can fulfil their potential. This supports the council's core values of:-

- getting on with delivery and
- being bold, ambitious and innovative.

The changes made to the service delivery make sure that services are delivered in a safe and sustainable way and supports the key activities within the corporate plan that are designated to the adult social care and public health portfolio. Public Health are required to:-

- Build on the robust short term arrangements put in place for the continued delivery of sexual health services and develop a plan for the long term delivery of the services.

The Isle of Wight Council Public Health Department must look for opportunities to work with providers in order to improve patient experience and health outcomes and the changes made to service delivery aim to address this.

The objective of the changes being made to sexual health services for those aged under 18 is to address variations in service provision and the need to ensure resources are more effectively targeted to meet the needs of the population.

The supporting evidence and recommendations provided by work undertaken by an LSCB review into teenage sexual behaviour has identified that a targeted service delivery was required to support the sexual health needs of children and young people under the age of 18.

In order to meet the recommendations of the LSCB report and to maintain safe and appropriate service delivery as per a new model of service delivery (designed collaboratively with multidisciplinary colleagues) the provision of under 18 specialist provision has been transferred from 4 GP practices to the IW NHS Trust.

By enabling delivery of services with a targeted approach there will be an increase in access to specialist nurses for at risk groups such as LGBTQ young people and increased access to services by those who would not usually attend a GP based clinic setting.

This revised service will be delivered across the current areas and will be focussed on school locations. There will be sessions in central locations in Newport, Ryde and the Sandown and Shanklin area to start.

Key Questions to Consider in Assessing Potential Impact	
Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council's general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services are delivered?	No
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	Yes
<p>If you answer Yes to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer No to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			Under 18s typically do not access clinical services compared to those between 18 and 25. The outreach element of the service will ensure safer sex messages are being communicated to younger age groups. Staff trained in children's safeguarding will be delivering the service.
Disability	X			Sexual Health services are open access for the whole population. Those with specific needs will receive more services rather than less as appropriate to their needs.
Gender Reassignment	X			Dual trained clinicians would mean that young people can access specialist services at a 'one stop shop'.
Marriage & Civil Partnership	X			Sexual Health nurses will use programme guidelines, materials appropriate to this. The impact on this protected characteristic will be positive as the service will also seek to improve economic self-sufficiency of the young person by helping them and their parents to develop a vision for their own future thereby promoting family cohesion.
Pregnancy & Maternity	X			Public Health commissioned services are key providers of contraception to girls and women on the Isle of Wight. Dual trained specialist clinicians will enable patients to access and experience services in a holistic way.
Race			X	The service will maintain a very strict zero tolerance policy with regard to discrimination of any kind. All residents are entitled to receive the service regardless of their race or ethnicity.
Religion / Belief			X	The service will aim to improve health and social outcomes by ensuring it delivers interventions which are non-judgmental, respectful and culturally sensitive. Respect of religious and cultural beliefs and practices will be embedded in the service's service specification.

Sex (male / female)	X			Needs will be met holistically and appropriately by specialist nurses.
Sexual Orientation	X			The service will maintain a very strict zero tolerance policy with regards to discrimination of any kind. All service users are entitled to receive the service regardless of their sexual orientation.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
The proposal moves the service to accessible centres across the Island with highly specialist trained clinical staff that are able to provide a holistic service dependent on the needs of the individual child/young person.	

Evidence Considered During Screening	
Head of Service Sign off:	
Advice sought from Legal Services (Name)	
Date	

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Carol Foley Sharon Kingsman
Directorate:	Public Health
Date of Completion:	1 May 2018

Name of Policy/Strategy/Service/Function Proposal

Provision of Sexual Health Services for children and young people aged 18 and under

The Aims, Objectives and Expected Outcomes:

Using the information provided in your initial screening, write a brief description of your policy, strategy, service or council function under assessment. It is important to focus on the reasons for a new or changed approach and what it intends to achieve. Include who the main beneficiaries or users are and the main groups of people with protected characteristics who are affected. State how this proposal fits with the council's corporate priorities.

The outcome being sought is for the Isle of Wight Council to meet the requirements of the corporate plan whilst delivering safe and sustainable services to children aged 18 and under.

This EIA is assessing the delivery of sexual health services for children and young people aged 18 and under.

Following the failed procurement for an integrated sexual health service during 2016/17 a direct award was awarded to the incumbent provider, IWNHS Trust. The decision to direct award this contract to the incumbent provider was made to ensure continuity of service for statutory sexual health service provision. The award followed OJEU regulations required for this process.

The contract, agreed and signed by the IW NHS Trust, required a series of transformation elements to be undertaken. The aim of the transformation is to enable a sustainable service that meets statutory requirements, to be delivered that is affordable within the reducing public health budget.

The provision of effective sexual health services has an active role in the Council's Corporate Plan for 2017 to 2020. <http://wightnet.iow.gov.uk/Documentlibrary/download/corporate-plan>

The council will measure success by supporting and protecting vulnerable people and making sure that all young people have the best start in life so that they can fulfil their potential. This supports the council's core values of:-

- getting on with delivery and
- being bold, ambitious and innovative.

The changes made to the service delivery to make sure that services are delivered in a safe and

sustainable way supports the key activities within the corporate plan that are designated to the adult social care and public health portfolio. Public Health are required to:-

‘Build on the robust short term arrangements put in place for the continued delivery of sexual health ... services and develop a plan for the long term delivery of the services’.

The Isle of Wight Council Public Health Department must look for opportunities to work with providers in order to improve patient experience and health outcomes and the changes made to service delivery to address this.

Aims and objectives

The objective of the change is to address variations in service provision and the need to ensure resources are more effectively targeted to meet the needs of the population.

The supporting evidence and recommendations provided by work undertaken by an LSCB review into teenage sexual behaviour has identified that a targeted service delivery was required to support the sexual health needs of children and young people under the age of 18.

Therefore, to meet the recommendations of the LSCB report and to maintain safe and appropriate service delivery the decision was made to move under 18 sexual health services from GP providers and to the specialist IW NHS Trust service provider with a community outreach element.

By enabling delivery of services with a targeted approach there will be an increase in access to specialist nurses for at risk groups such as LGBTQ young people and increased access to services by those who would not usually attend a GP based clinic setting.

The revised service will be delivered across the current areas and will be focussed on school locations. There will be sessions in central locations in Newport, Ryde and the Sandown and Shanklin area to start.

The following elements of sexual health services are mandated:-

- Provision of full range of contraception including LARC (Long Acting Reversible Contraception)
- Testing for Sexually Transmitted Infections
- Open Access Services

Outcomes

The service will contribute to the following Public Health Outcomes Framework (PHOF) indicators

- Under 18 conceptions
- Reduction in STI's
- Reduction in late presentation for HIV

Please delete as appropriate:

This is not a proposal for a new service.

Scope of the Equality Impact Assessment

Include any links to a previous equality impact assessment or work delivered by another Directorate/service or partner organisation. Describe the approach to be taken in data collection, stakeholder involvement and state who the stakeholders are.

Monitoring and review arrangements will be put in place through:

- Quarterly performance monitoring reports and review meetings
- LSCB sub groups

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both?

In particular set out how the council as a public body has met its duty to pay regard to eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.

Detail what concerns were identified during any consultation exercises together with any positive impact that has been identified and how this can be promoted or enhanced. Are there any concerns from consultation and data gathering that have not been taken on board, if so, please justify and explain the reason for this.

Does the proposal have the potential to cause unlawful discrimination (for example is it possible that the proposal may exclude certain groups of people from obtaining services or limit their participation in any aspect of public life?)

Set out in light of the consultation and data gathering what changes, if any you will make to the proposal

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified and is it lawful?

No negative impacts resulting from the delivery of under 18 sexual health services by the IW NHS Trust can be identified on any of the protected characteristics. The impact of the decision on the eligible adults and children will be mainly positive with no negative impact. The intention is that the service will be largely unchanged for the service user other than it will be delivered by more specialised staff that is also trained in children's safeguarding so they can deliver a more holistic service. However if the service was not changed the risk is that the sexual health service as a whole would not be viable and would continue to be fragmented.

Recommendations

Please summarise the main recommendations arising from the assessment. If it is not possible to diminish negative impacts to an acceptable or even a lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

The Isle of Wight Council should continue to work with the planned transformation program for sexual health services as described within the current contract with IW NHS Trust. This will ensure that any revised service specification is in line with local plans to integrate services. The revised service delivery model will ensure there are no negative impacts on any of the protected characteristics.

Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive impact	No. This will greatly increase partnership working opportunities and provide a more integrated, holistic approach for young people. Access will be improved for all as interventions will be delivered across the Island.	NA	Performance of the revised service will be reviewed on a monthly basis. The provider will need to show how it promotes equality and diversity to ensure legal compliance and how the interventions they provide will meet the needs of the local community.
Disability	Positive impact	No. Service provision will be based on a satellite and outreach model able to reach any resident needing support anywhere on the Island. This will increase the reach and availability of interventions across the island.	NA	The service will be required to provide evidence as part of the contract management as to how it will actively promote equality and diversity (both with regards to staff and clients) to ensure legal compliance and how the service they provide will meet the needs of the local community. The service specification covers potential discrimination on the basis of disability which will be

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
				regularly assessed against delivery by Public Health.
Gender Reassignment	Positive impact	No. Should the service come across a young person in need of support or advice should they be contemplating gender re-assignment the service would have established pathways with local services better able to assist.	NA	Current and future service provision does and will maintain a strict zero tolerance policy with regards to discrimination of any kind. This characteristic of the service is clearly embedded in the Specification.
Marriage & Civil Partnership	Positive impact	No. The impact on this protected characteristic will be positive as the service will also seek to improve economic self-sufficiency of the family by helping parents to develop a vision for their own future with their children thereby promoting family cohesion.	NA	NA
Pregnancy & Maternity	Positive impact	No. The service will be dedicated to helping with this particular characteristic. The new service will be working across the Health and Social Support sectors. As such the quality of interventions will be improved and dealt with as part of a holistic pathway.	NA	NA
Race	Neutral impact	No. The service will respond positively to the needs of all groups who have a protected	NA	Current and future service provision does and will maintain a very strict zero tolerance policy

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
		characteristic within the Equality Act 2010. This will include taking reasonable steps to contracting interpreters as required.		with regards to discrimination of any kind.
Religion / Belief	Neutral impact	No. The service will be asked to demonstrate clear understanding of its responsibility with regards to operating a service open to all regardless of any protected characteristics.	NA	Current and future service provision does and will maintain a strict zero tolerance policy with regards to discrimination of any kind. This characteristic of the service is clearly embedded in the Specification.
Sex (male or female)	Positive impact	No. The new service will present an opportunity to increase the number of women accessing interventions.	NA	The service will work holistically with both parents (where appropriate) and as such will breach an identified gap in provision of information and advice for male teenage parents.
Sexual Orientation	Positive impact	No. Should the service come across a young person in need of support or advice should they with regards to sexual orientation the service would have established pathways with local services better able to assist.	NA	Current and future service provision does and will maintain a very strict zero tolerance policy with regards to discrimination of any kind. This characteristic of the service is clearly embedded in the Specification.
HR & workforce issues	Positive impact	No.	NA	
Human Rights implications if relevant	Neutral impact	NA	NA	NA

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	3 May 2018
Signed off by Head of Service/Director	
Review date	
Date published	

<i>Publishing checklist</i>	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website</i> 		