



## Herefordshire & Worcestershire STP - Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

### Section 1 - Name of Organisation (please tick)

Herefordshire & Worcestershire STP		Herefordshire Council	<input checked="" type="checkbox"/>	Herefordshire & Worcestershire CCG	<input checked="" type="checkbox"/>
Worcestershire Acute Hospitals NHS Trust		Worcestershire County Council	<input checked="" type="checkbox"/>		
Worcestershire Health and Care NHS Trust	<input checked="" type="checkbox"/>	Wye Valley NHS Trust		Other (please state)	

<b>Name of Lead for Activity</b>	<b>Richard Keble</b>
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<b>Details of individuals completing this assessment</b>	<b>Name</b>	<b>Job title</b>	<b>e-mail contact</b>
	Richard Keble	Project Lead	Richard.keble@nhs.net
	Nathan Gregory	Associate Director	<a href="mailto:nathan.gregory3@nhs.net">nathan.gregory3@nhs.net</a>
<b>Date assessment completed</b>	<b>1 July 2021</b>		

### Section 2

Activity being assessed (e.g. policy/procedure, document, service redesign, policy, strategy etc.)	<b>Title: Policy and SOP for section 117 aftercare under MHA83</b>			
What is the aim, purpose and/or intended outcomes of this Activity?	<ul style="list-style-type: none"> <li>Establishing a single register of all eligible s 117 patients for Herefordshire and one for Worcestershire, which combined will provide a single STP register</li> <li>Drafting a section 117 policy, including criteria and protocols for joint funding arrangements</li> <li>Drafting standard operating procedure for Herefordshire and one for Worcestershire</li> </ul>			
Who will be affected by the development & implementation of this activity?	<input checked="" type="checkbox"/> Patient <input checked="" type="checkbox"/> Carers <input checked="" type="checkbox"/> Visitors <input type="checkbox"/>	<input type="checkbox"/> Staff <input type="checkbox"/> Communities <input type="checkbox"/> Other _____		
Is this:	<input checked="" type="checkbox"/> Review of an existing activity <input checked="" type="checkbox"/> New activity <input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence?			

What information and evidence have you reviewed to help inform this assessment? (Please name sources, eg demographic information for patients / services / staff groups affected, complaints etc.)	Reviewed policies and operating procedures of other local areas.
Summary of engagement or consultation undertaken (e.g. who and how have you engaged with, or why do you believe this is not required)	<p>No engagement / consultation required with patients / carers. The activity is designed to put in place arrangements under MHA83 which are not in existence or fully implemented at present.</p> <p>As all s 117 is free at point of delivery, any changes to funding arrangements will not impact on patient, only on organisation funding. In some cases, funding under section 117 may cease, but this will be:</p> <p>[a] in line with statutory requirements [b] not retrospectively applied where it results in charging [c] will not result in withdrawal of service</p>
Summary of relevant findings	N/A

### Section 3

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	X	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117 aftercare services which will take into account equality issues</p> <p>Children and young people under 18 years have very discrete needs and all arrangements need to take account of parental views, whilst ensuring that the child or young person's welfare is paramount. This will be reflected in the policy and SOP. Existing arrangements are focused on adults, so the revisions will ensure people under 18 are fully included in section 117 arrangements and their outcomes monitored.</p> <p>Age will be included in register data, enabling commissioning to specifically take account of this</p>



Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
				Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps
<b>Disability</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117 aftercare services which will take into account equality issues</p> <p>Will ensure in Worcs that people with LD are included in section 117 arrangements and outcomes monitored.</p> <p>Data relating to other conditions will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan)</p> <p>Learning disability will be included in register data, enabling commissioning to specifically take account of this.</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Gender Reassignment</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117 aftercare services which will take into account equality issues</p> <p>Patients: This data will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan) However, the policy and SOP will mean active and regular oversight of individual aftercare plans, which will ensure that specific needs arising from gender re-assignment are included in plans.</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>



Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
<b>Marriage &amp; Civil Partnerships</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117aftercare services which will take into account equality issues</p> <p>Patients: This data will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan)</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Pregnancy &amp; Maternity</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117aftercare services which will take into account equality issues</p> <p>Patients: This data will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan)</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Race including Traveling Communities</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117aftercare services which will take into account equality issues</p> <p>Ethnicity will be included in register data, enabling commissioning to specifically take account of this</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Religion &amp; Belief</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate</p>

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
				<p>assessment and review of s117aftercare services which will take into account equality issues</p> <p>Patients: This data will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan)</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Sex</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117aftercare services which will take into account equality issues</p> <p>Gender will be included in register data, enabling commissioning to specifically take account of this</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Sexual Orientation</b>	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117aftercare services which will take into account equality issues</p> <p>Patients: This data will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan)</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Other Vulnerable and Disadvantaged Groups</b> (e.g. carers; care leavers; homeless; Social/Economic deprivation, travelling communities etc.)	x	x		<p>The implementation of the policy and SOP will ensure that there will be appropriate assessment and review of s117aftercare services which will take into account equality issues</p>

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
				<p>This data will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan)</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>
<b>Health Inequalities</b> (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)	x	x		<p>This data will not be reported on the register and therefore cannot be aggregated or analysed through the register (see action plan)</p> <p>Staff: New policy and procedures will have neutral impact as they do not impact on existing practice, but will alter the procedural steps</p>

#### Section 4

What actions will you take to mitigate any potential negative impacts?	Risk identified	Actions required to reduce / eliminate negative impact	Who will lead on the action?	Timeframe
	<p>Information on Register will not include all protected characteristics</p> <p>It will however still be available for reporting via patient record systems if required. All case-based practice is required to consider this characteristic and therefore the impact of this characteristic will be taken into account as part of care planning</p>	<p>Review arrangements consolidated under the Project will ensure case-base decisions take account of protected characteristics</p> <p>Quality audit report will be undertaken at least annually on reviews by.</p> <p>Commissioners in CCG and Councils will report on protected characteristics to inform</p>	<p>CCG-led review team</p> <p>Operational lead for reviews</p> <p>Commissioners in CCG and Councils</p>	<p>From 1 April 2021, ongoing</p> <p>By 31 March 2022</p> <p>From 1 April 2021 and iteratively as required</p>

	and reviews for the patient.	commissioning intentions		
	Age, ethnicity and learning disability are not considered in analysis of trends and service impact	These will be included, where currently recorded, on register for first time and data obtained from existing patient record systems	H&WHCT	From 1 April 2021
<b>How will you monitor these actions?</b>	<b>Via Section 117 Panel and the Review and Monitoring Panel to be established as part of the project</b>			
<b>When will you review this EIA?</b> (e.g in a service redesign, this EIA should be revisited regularly throughout the design & implementation)	<b>Every 3 years as part of review timetable for section 117 policy</b>			

## **Section 5** - Please read and agree to the following Equality Statement

### **1. Equality Statement**

1.1. All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation

1.2. Our Organisations will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.

1.3. All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carer's etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

<b>Signature of person leading &amp; or completing the EIA</b>	Richard Keble, Project Lead, H&W CCG
<b>Date signed</b>	02/07/2021
<b>Comments:</b>	The EIA has been reviewed by stakeholders, including the EAG group which sits with WHCHCT





**NHS**  
Herefordshire and Worcestershire  
Health and Care  
NHS Trust

**NHS**  
**Herefordshire and  
Worcestershire**  
Clinical Commissioning Group

<b>Signature of person approving the EIA</b>	Mohammed Ramzan
<b>Date signed</b>	02/07/2021
<b>Comments:</b>	It is recommended that the action plan is reviewed and updated with completion of actions in a timely fashion. Should any impact come to light, which is detrimental to any particular group, the project lead should carry out an urgent review and if appropriate halt the project until the concerns are addressed.



## Herefordshire and Worcestershire CCGs Addendum to the Equality Impact Analysis

### Human Rights Consideration:

NHS organisations must ensure that none of their services, policies, strategies or procedures infringes on the human rights of patients or staff. You should analyse your document using the questions provided to determine the impact on human rights. Using human rights principles of fairness, respect, equality, dignity and autonomy as flags or areas to consider is often useful in identifying whether human rights are a concern.

Can you please answer the following Human Rights screening questions:

	Human Rights	Yes/No	Please explain
1	Will the policy/decision or refusal to treat result in the death of a person?	No	Project will put in place policy and protocols for section 117 to ensure a strategic oversight of compliance with legal requirements. No inappropriate reduction or change in service to any patient is proposed
2	Will the policy/decision lead to degrading or inhuman treatment?	No	
3	Will the policy/decision limit a person's liberty?	No	
4	Will the policy/decision interfere with a person's right to respect for private and family life?	No	
5	Will the policy/decision result in unlawful discrimination?	No	
6	Will the policy/decision limit a person's right to security?	No	
7	Will the policy/decision breach the positive obligation to protect human rights?	No	
8	Will the policy/decision limit a person's right to a fair trial (assessment, interview or investigation)?	No	
9	Will the policy/decision interfere with a person's right to participate in life?	No	

If any Human Rights issues have been identified in this section please get in touch with your Equality and Inclusion lead who will advise further and a full Human Rights Impact Assessment maybe required to be completed.