



Mid and South Essex
Sustainability and
Transformation Partnership
CCG Joint Committee

Report to: Part I STP Joint Committee

Meeting Date: 2 February 2018

Agenda No:	:	7
Report Title	:	STP Public Consultation – Equality Impact Assessment Approach
Submitted by	:	Caroline Russell
Written by	:	Andy Vowles, STP Programme Director
Purpose	:	To update the CCG Joint Committee on the approach being taken to review and refresh the initial Equality Impact Assessment which was undertaken as part of the Pre-Consultation Business Case. To seek CCG Joint Committee approval of this approach.
Approval Route	:	N/A
Recommendation/s	:	Joint Committee members are asked to approve the approach outlined in the attached paper.

MID AND SOUTH ESSEX STP PUBLIC CONSULTATION EQUALITY IMPACT ASSESSMENT

Submitted by: Caroline Russell

Status: For decision

Background

Public bodies have a legal duty to eliminate unlawful discrimination, to advance equality of opportunity and to have particular regard to the impact of potential service changes on defined segments of the population – known as those with ‘protected characteristics’.

The main protected characteristics defined in legislation and national guidance are:

- Age
- Disability
- Sex
- Pregnancy
- Marital status
- Race
- Sexuality
- Religion
- Gender reassignment

In developing the pre-consultation business case (PCBC), an initial Equality Impact Assessment (EIA) was undertaken to determine, at a high level, the main risks that the proposed service changes may pose, and to develop initial thinking on possible mitigations. We committed to doing further work to refresh and expand our initial EIA through the process of public consultation, as we developed a more detailed understanding of exactly which groups might be most affected.

This paper sets out the proposed methodology for completing this work. CCG Joint Committee members are invited to approve this approach; the output of this work will form part of the suite of documents made available to the Joint Committee to support its decision making at the close of the public consultation. In developing this work, the STP team has been in discussion with Directors of Public Health across the three local authorities, who are all content with the approach outlined. In addition, this approach has also been shared with the Consultation Institute, which is advising the STP on best practice.

A steering group has been established to oversee and take this work forward, comprising:

- Three Directors of Public Health
- STP Programme Director
- Acute Trust Director of Strategy

This work is being supported by colleagues across the CCGs, acute trust and local authorities.

Key Components

The Steering Group has agreed that there are two key components to refreshing the EIA:

- Ensuring we do all we can (using a quantitative approach) to identify which groups may be most impacted by the proposed changes to hospital services.
- Working directly with people with protected characteristics to identify the potential benefits and drawbacks of our proposals for each group, together with potential mitigations (taking a qualitative approach).

Methodology

As outlined above, there are two strands to the approach we are taking: a quantitative analysis to determine who may be most impacted by the proposed changes, and direct work with people with protected characteristics to determine how they might be affected and to identify potential mitigations.

Quantitative Work

This aspect of the work will use existing data sets to identify which cohorts of the local population may be most affected by the proposed changes. Existing data enable the assessment of individuals who currently, or may in future, use the services subject to proposed changes, by:

- Age
- Gender
- Ethnicity
- Postcode/ward

Qualitative Work

At the same time, we have worked with colleagues in public health and council corporate affairs teams to identify specific groups with protected characteristics. We are working to actively engage with these groups, asking them to consider the proposed changes and their likely impact (both positive and negative) specifically through the lens of the relevant characteristic. These focused discussions will also enable initial consideration of how any negative impact resulting from the proposed changes might be mitigated.

This approach is considered to be valuable and appropriate given the relatively small number of patients affected by the proposed changes to hospital services.

A full list of groups we are engaging with can be found at Appendix 1.

Governance

As described above, we have established a Steering Group, consisting of the three Directors of Public Health, the Trust Director of Strategy and the STP Programme Director. This group will advise on the methodology and review the final report (see below).

Final Report

We envisage that at the end of the public consultation, we will produce a specific report on EIA, and include this as part of the materials made available to the CCG Joint Committee to inform their decision. This report will:

- Give some context and background on EIA
- Explain the methodology used
- Set out the likely impacts identified (both positive and negative)
- Recommend appropriate mitigations for the Joint Committee to consider

Next steps

The CCG Joint Committee is asked to consider the content of this paper and approve the process.

Protected Characteristic Groups

Characteristic	Contacted	Update
AGE		
	Age UK Southend	STP team has written to the organisation to ask for information to be shared via networks
	Anglia Ruskin University	Public discussion event, largely targeting students, on 31 January 2018
	The Association of British Commuters	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	South East Essex College	Running three workshops, on campus, w/c 19 February and w/c 26 February
	Southend Youth Council	STP team has written to the organisation to ask for information to be shared via networks
	Children in Care Council	STP team has written to the organisation to ask for information to be shared via networks
	YMCA	STP team has written to the organisation to ask for information to be shared via networks
	Older People's Planning Group	STP team has written to the organisation to ask for information to be shared via networks
DISABILITY		
An Easy Read version of the consultation leaflet has been produced and is being distributed both electronically and in hard copy format.		
	Thurrock Disability Coalition	Liaising with Ian Evans to arrange workshop
	The Royal Association for Deaf people	Liaising with Southend Deaf Club's Mike Webster to arrange attendance at local meeting.
	ECC Integrated Learning Disabilities Health Commissioner	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	Southend Council Strategy and Commissioning Manager for LD and Autism	LD specific workshop arranged for: Thursday 22 February, 2pm-4pm, Civic Centre in Southend.
	Support Help Information Everyone with an LD Southend (SHIELDS)	Suzanna Edey arranging participants. SHIELDS to arrange advocates.
	Scope's Local People Programme in Southend-on-Sea & Thurrock	Liaising with Mark Bromfield (Scope's Community Engagement Coordinator for Scope's Local People Programme in Southend-on-Sea & Thurrock) to arrange workshop
	Thurrock Diversity Network	Attending meeting on 15 February 2018
	Blind Welfare	STP team has written to the organisation to ask for information to be shared via networks
	Disability Essex	STP team has written to the organisation to ask for information to be shared via networks

	ECDP (an organisation for disabled people)	STP team has written to the organisation to ask for information to be shared via networks
	Dial Southend (an organisation for disabled people)	STP team has written to the organisation to ask for information to be shared via networks
	Livability (an organisation for disabled people)	STP team has written to the organisation to ask for information to be shared via networks
	Southend Talking Newspapers	STP team has written to the organisation to ask for information to be shared via networks
	Disability Essex	STP team has written to the organisation to ask for information to be shared via networks
GENDER REASSIGNMENT		
	Transpire (Transgender and LGBT Support Group)	Attending group's meeting on Friday 27 January 2018
	Stonewall	<i>Redirected to local groups</i>
	Essex Pride	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
MARRIAGE / CIVIL PARTNERSHIP		
These stakeholders are being captured through the main public discussion events.		
	Family Action	STP team has written to the organisation to ask for information to be shared via networks
PREGNANCY AND MATERNITY		
	Maternity Direct	We have posted onto the group's Facebook page and are collecting responses. This is being facilitated by David Catchpole
	Edward Bear Group for Mid Essex mums	Presented to the group on 22 January
	Mum's group (Chelmsford)	Attending group meeting on 29 January
	A Better Start Southend	STP team has written to the organisation to ask for information to be shared via networks
	Best parents	STP team has written to the organisation to ask for information to be shared via networks
RACE		
We have received a request for the consultation summary document in Welsh and this is currently being produced.		
	Southend Ethnic Minority Forum (SEMF)	STP team has written to the organisation to ask for information to be shared via networks
	Thurrock African Group	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	Asian Association – Thurrock	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	Essex County Council Traveller Liaison Officer	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.

	Thurrock Council Traveller Liaison Officer	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	Roma Support Group	STP team has written to the organisation to ask for information to be shared via networks
	Essex Asian Women's Association	STP team has written to the organisation to ask for information to be shared via networks
	Hungarian community of Southend	STP team has written to the organisation to ask for information to be shared via networks
	Southend Zimbabwean Network	STP team has written to the organisation to ask for information to be shared via networks
RELIGION OR BELIEF		
	Churches Together in Britain and Ireland	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	Local Mosques	Attending Open Mosque event on 18 February 2018
SEX		
	Edward Bear Group for Mid Essex mums	Presented to the group on 22 January
	Mum's group (Chelmsford)	Attending group meeting on 29 January
	COPEs (for women with gynaecological cancers)	STP team has written to the organisation to ask for information to be shared via networks
	Ovacome (ovarian cancer support)	STP team has written to the organisation to ask for information to be shared via networks
SEXUAL ORIENTATION		
	Transpire (Transgender and LGBT Support Group)	Attending group's meeting on Friday 27 January 2018
	Basildon and Thurrock LGBT Consortium	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	Thurrock Council / LGBT+ Forum	Liaising with Jon Tilley (Vice Chair of Forum) and Lewis Collantine (Chair) to arrange workshop
	Essex LGBT Alliance/Essex University	Liaising with Dr Ilaria Boncori (Chair of the alliance) to set up workshop
	biUK	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.
	Essex Pride	STP team has contacted the organisation with plans to set up a meeting/workshop or join an existing meeting.