

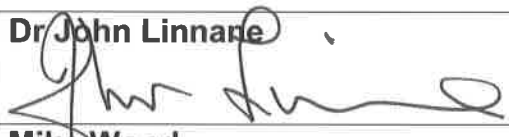
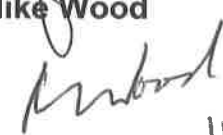
EQUALITY IMPACT ASSESSMENT/ ANALYSIS (EqIA)

**Public Health Warwickshire Services
Tender for Services for:**

- Single Point of Access
- Weight Management on Referral Service
- Family Structured Weight Management Programmes
- Exercise on Referral

Equality Impact Assessment/ Analysis (EqIA)

Group	People Group
Business Units/Service Area	Public Health
Service being assessed	<ol style="list-style-type: none"> 1. The Retender of Fitter Futures Warwickshire Services which comprise the following 3 Warwickshire County wide services: <ul style="list-style-type: none"> • Weight Management on Referral • Family Structured Weight Management Programmes • Exercise on Referral 2. The recommissioning of the Fitter Futures Warwickshire services Single Point of Access to become a WCC internally provided service via the existing WCC Customer Contact Centre
<p>Is this is a new or existing service?</p> <p>If existing service please state date of last assessment</p>	<p>These are existing services. The contracts for each service end on 20 June 2019. The services have undergone a Strategic Commissioning Review and will be retendered. The procurement process will commence in September 2018.</p> <p>The last EqIA assessment was carried out on 07/07/14</p>

EqlA Review team – List of members	Fran Poole
Date of this assessment	04/04/18
Signature of completing officer (to be signed after the EqlA has been completed)	
Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public? If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	NO
Name and signature of Head of Service (to be signed after the EqlA has been completed)	Dr John Linnane 
Signature of GLT Equalities Champion (to be signed after the EqlA is completed and signed by the completing officer)	Mike Wood  11/4/18

A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team



Working for Warwickshire

Form A1

INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS

 High relevance/priority

 Medium relevance/priority

 Low or no relevance/priority

Note:

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities									
	State the Function/Policy /Service/Strategy being assessed:	Gender	Race	Disability	Sexual Orientation	Religion/Belief	Age	Gender Reassignment	Pregnancy/ Maternity	Marriage/ Civil Partnership (only for staff)
Single Point of Access	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Family Weight Management Services	✓		✓		✓			✓		✓
Exercise on Referral	✓		✓		✓			✓		✓
Weight Management on Referral	✓		✓		✓			✓		✓
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged										Yes

<p>communities? If yes please explain how. Child and adult obesity and risk of disease are statistically more prevalent in areas of deprivation. These services are commissioned to improve the health of people who are obese/risk of poorer health/already have poorer health</p>	<p>Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes please explain how. Carers, as with any other resident living in Warwickshire, are welcome and encouraged to access these services with the person they care for. They can also access the services alone as long as they meet the eligibility criteria the services require for being referred.</p>
	<p>YES</p>

Form A2 – Details of Plan/ Strategy/ Service/ Policy

Stage 1 – Scoping and Defining

(1) What are the aims and objectives of Plan/Strategy/Service/Policy?

1. To tender the following 4 Fitter Futures Warwickshire services:
- A countywide evidence based structured family Weight management service for families with overweight/obese 4-12 year olds as identified through the National Child Measurement Programme
 - A county wide evidence based Physical Activity/Healthy Lifestyles on Referral programme for Young People aged 12-15 and adults aged 16 + who meet a specific set of health eligibility criteria
 - A countywide evidence based Weight Management on Referral service for Young People aged 11-15 and adults aged 16+ who meet a specific set of health eligibility criteria
2. The recommissioning of the Fitter Futures Warwickshire services Single Point of Access to become a WCC internally provided service via the existing WCC Customer Contact Centre

(2) How does it fit with Warwickshire County Council's wider objectives?

To reduce health inequalities, halt the rise in obesity, increase physical activity levels, improve diet, reduce cancers, reduce the risk of cardio vascular disease, reduce the risk of diabetes, improve mental health and well-being, prevent a first fall, reduce feelings of loneliness and isolation in the Warwickshire population including all protected priority groups

(3) What are the expected outcomes?

As above

(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)

All

Stage 2 - Information Gathering

- (1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?
- (2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?
- (3) Which of the groups with protected characteristics have you consulted with?

A wide range of evidence has been used including; The National Institute of Clinical Excellence, the Warwickshire Joint Strategic Needs Assessment, the Warwickshire Health and Well Being Board Strategy, The Director of Public Health's Annual General Report, Government policy, systematic reviews of research programmes, a strategic commissioning review of services commissioned currently

No – this is planned from 29th May 2018 to 6th July 2018. All protected priority groups will be included as part of this consultation process

As above

Stage 3 – Analysis of impact

- (1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?
- If yes, identify the groups and how they are affected.

RACE
No

DISABILITY
This is an all-inclusive service – however, it is not for people requiring intense specialist health professional support
There is currently an issue with people with severe mental illness attending the current physical activity on referral service

GENDER
No

MARRIAGE/CIVIL PARTNERSHIP
No

AGE
No

GENDER REASSIGNMENT
No

	RELIGION/BELIEF No	PREGNANCY MATERNITY No	SEXUAL ORIENTATION No
(2) If there is an adverse impact, can this be justified?	WCC does not directly commission the leisure centres that take referrals from the current Physical Activity on Referral service. They will not accept referrals for people that have Severe Mental Health issues. This due to the public liability insurance which leisure centres hold, not covering this protected priority group. The commissioner is currently exploring ways to get around this so that service redesign for the retender of the service is able to offer a service to people with severe mental health issues.		
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (This should form part of your action plan under Stage 4.)	The commissioner will ensure through service specification that providers are equipped to deliver an all-inclusive service and seek solutions where specialist health professional input is required.		
(4) How does the service contribute to promotion of equality? If not what can be done?	The services are all inclusive and will take account of accessibility in terms of where they are delivered, times of delivery, appropriate venues to meet customer need.		
(5) How does the service promote good relations between groups? If not what can be done?	Yes – the services are dependent on continued partnership collaboration and linking individuals with other services through using a MECC approach. These services cannot be delivered without good relationships between schools, service providers, the commissioner, pharmacies, health and social care services, communities and individuals.		
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	Yes – as per 2) above		

<p>(7) What are the likely positive and negative consequences for health and wellbeing as a result of this service?</p>	<p>All services will have public health outcomes as their Performance measures to improve health through increasing physical activity levels, supporting people to sustain a healthy weight and healthy lifestyle choices.</p>
<p>(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)</p>	<p>No negative or adverse impacts on population health are foreseen. The strategic Commissioning Review of the current services shows that they have a positive impact on the Warwickshire population's health. It has been found that low numbers of young people have been engaging with the Weight management and Physical Activity on Referral services. The planned consultation aims to gain the views of young people to identify what may support them to take up the services in the future.</p>
<p>(9) Will the service increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?</p>	<p>No –Health professionals are already referring many people (approx. 4000 during 17/18) to the Fitter Futures Warwickshire services. Health professionals are very well engaged with these services and this will be sustained with the retender of the services. This engagement decreases the number of people needing to access health services because the Fitter Futures Warwickshire services provide an alternative evidence based care pathways for health professionals to refer people to.</p>
<p>(10) Will the service reduce health inequalities? If so, how, what is the evidence?</p>	<p>Yes – services will be targeted, promoted and delivered in areas where health inequalities are greatest as a priority taking a place based approach. This is already being done and the impetus needs to be sustained.</p>

Stage 4 – Action Planning, Review & Monitoring

If No Further Action is required then go to – Review & Monitoring

(1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.

EqIA Action Plan

Action	Lead Officer	Date for completion	Resource requirements	Comments
Consultation Process	Fran Poole/Georgia Barrett	31 July 2018	Existing	Feedback from stakeholders, partners and service users will influence positive steps in terms of service design to assure that the service needs for protected priority groups are met as best they can be.

(2) Review and Monitoring
State how and when you will monitor policy
and Action Plan

This EqIA will be reviewed following the consultation process and prior to Cabinet approval on 17th August 2018. From thereon, the services will be monitored on a quarterly basis and through WCC's procurement process

Please annotate your policy with the following statement:

'An Equality Impact Assessment/ Analysis on this policy was undertaken on (date of assessment) and will be reviewed on (date three years from the date it was assessed).'

