

Equality and Consultation Analysis Template

Guidance for completion

- Equality analysis is a way of considering the effect on different groups protected from discrimination by the Equality Act 2010, during the Council's decision making processes.
- These 'protected groups' are those defined by race, age, gender, disability, sexual orientation, gender reassignment, religion or belief, pregnancy, maternity or breastfeeding.
- Please remember to consider children and young people as a specific group that you may need to consider the impact on, and engage with during this analysis.
- Equality analysis will help you consider whether the decision you want to take:
 - will have unintended consequences for some groups; and
 - if the service or policy will be fully effective for all target groups.
- The Council also has a statutory duty to consult.
- This equality and consultation analysis template will require you to demonstrate how equality information and the findings from consultation with protected groups and others, has been used to understand the actual or potential effect of your service or policy on the protected groups and to inform decisions taken.
- The template should summarise key issues arising from information that has been collected, analysed and included in other key documents e.g. Needs Analysis, Baseline Reports etc.
- This form should be completed on an ongoing basis at each stage of any formal decision making process. Failure to comply with this will put the Council (and specifically the elected member or officer making the decision) at risk of judicial review.
- For further help and support please contact Helen Shankster on 7683 4371 (consultation advice), Sheila Bates on 7683 1432 (CLYP consultation advice) or Jaspal Mann on 7683 3112 (equalities advice).

Context

Name of analysis	Coventry Health and Well-Being Strategy
Officer completing analysis	John Forde
Date	17.9.12

1. Briefly describe the area of work this analysis relates to:

This work relates to the Coventry Health and Well-Being Strategy (HWBS) which is based on the Joint Strategic Needs Assessment (JSNA) and identifies key priorities to improve health inequalities in the City.

In completing the JSNA a range of data was used to describe and identify key health issues and areas of health inequalities of the population. Accompanying the JSNA was a technical document which contains the data used.

As the data which identifies the health inequalities that the HWBS sets out to address is contained within the JSNA the data is not replicated in this Equality and Consultation Analysis.

Scoping the analysis

2. Who are the key stakeholders, both existing and potential, that could be impacted by this work?

In its broadest sense all residents of Coventry could be impacted on by the delivery of the Health and Well-Strategy as it seeks to improve health across the life-course.

More specifically, the strategy focusses on four theme groups identified as priority areas for the Coventry Health and Well-Being Board. The stakeholders within these groups will be more closely impacted on by this work. These being:

Theme One -Healthy people

Enabling all to maximise their health and wellbeing outcomes across the lifecourse, and the entire care pathway. There is a particular focus on early years, where there is the most scope for prevention, and older people, who carry the largest burden of ill health. Both the general population outcomes and those for particular high risk groups will be improved through a partnership approach.

Initial priorities;

Early Years (prenatal to age 2)

Older people

Theme Two - Healthy Communities

Working with our communities to empower them to sustain good health and well-being, and address the broader determinants of health, using asset-based approaches.

Initial priorities;

Obesity (maternal and childhood)

Mental Wellbeing

Domestic Violence and abuse

Sexual Violence

Theme Three - Reduce variation

Identifying and intervening for disadvantaged groups; those at high risk of poor outcomes. These groups would include migrant health, disabilities and looked after children for example. Variations in outcomes across the population will be addressed.

Initial priorities;

Smoking

Alcohol

Infectious Diseases

Theme Four - Improve outcomes

Maximising the health and wellbeing outcomes for the population of Coventry, by focusing on those areas where there are major opportunities to raise the health and wellbeing up to the level of the most healthy people in England.

Initial priorities;

Cancer (for Year 1)

Variation in primary care

Lifestyle risk management (Making every contact count)

3. From the list above, which of these constitute protected groups?

Specific protected groups are:

Older People

People with disabilities

However, other protected groups will be impacted on through work across the four themes. It is therefore important that Equalities are considered regularly as work progresses to implement the strategy.

4. Which of the key stakeholders (including representatives of protected groups) will need to be kept informed, consulted or actively involved in this area of work?

Key Stakeholder	Type of Involvement*	Method(s) used
LiNK	Information, Consultation and Involvement	Attendance at meeting
Reference Groups		
LGBT	Information, consultation and involvement	Attendance at meeting
Older People's Partnership	Information, involvement and	Attendance at meeting

	consultation	
Learning Disability Partnership	Information, involvement and consultation	Attendance at meeting
VAC	Information, involvement and consultation	Attendance at meeting

* *Information, Consultation or Involvement*

5. Which, if any, parts of the general equality duty is the service relevant to? Please mark with an 'X'.

Eliminate discrimination, harassment and victimisation.

Advance equality of opportunity between people who share relevant protected characteristics and those who do not.

Foster good relations between people who share relevant protected characteristics and those who do not.

6. What information is available to be used as part of this analysis?

Information contained in Joint Strategic Needs Assessment which can be accessed through:

http://www.coventry.gov.uk/downloads/download/2174/joint_strategic_needs_assessment_2012

7. What are the information gaps?

The JSNA is to refreshed annually. The 2012/13 JSNA is available on the City Council's website (using the link in section 6, above) and will be updated annually to reflect new learning and new information. Changes will be reflected in amendments to the strategy where appropriate.

Data analysis

8. Please summarise below the key issues that your data is telling you.

Significant health inequalities in Coventry across the whole population as detailed in the JSNA. Specific issues were identified that formed the priority areas for the Coventry Health and Well-Being Strategy.

Generating and evaluating options

9. What are the different options being proposed to stakeholders?

In determining the strategy the HWBB considered the areas where greatest impact could be made through key stakeholders working together on joint priority areas. These areas were considered on the completion of the JSNA where the Health and Well-Being endorsed these areas being encapsulated in the Coventry Health and Well-Being Strategy.

How these areas are progressed will be determined through lead agencies working with stakeholders including the populations affected.

10. How will the options impact on protected groups or those experiencing deprivation?

It is expected that the health inequalities of protected groups are reduced as a result of the implementation of the strategy.

11. Please detail how you could mitigate any negative impacts.

As the strategy is a high level document ongoing consideration will need to be given to equality impacts as specific action plans are developed and implemented. It is expected that the Coventry Health and Well-Being Board will be the lead forum for overseeing the management of any negative impacts.

12. Identify which contractors or service users would be negatively affected by the options

None identified.

Formal consultation

13. Who took part in the consultation? *Please also specify representatives of any protected groups.*

Consultation on the Health and Well-Being Strategy was carried out between 17th September and 30th November 2012. The consultation included an internet based

survey along with meetings and workshops, those who wished to comment in the course of the consultation were also able to e.mail Public Health directly. All Health and Well-Being Board member organisations were also invited to contribute to the consultation.

Those who responded to the consultation include:

Myton Hospice Group	Living Well with Dementia Project	Coventry Carers' Centre
Local Authority – Public Health Wellbeing Lead	Local Authority – Community Safety team	West Midlands Special Needs Transport
LINK	Warwick Medical School	Sahil Project
Physical and Sensory Impairment Combined Reference Group		
Whitley Academy	Learning Disabilities Partnership Board	Older People's Partnership (protected group)

In addition, 11 responses were received through the web-site, with 7 of these responses from members of the public and 4 from organisations.

A further 10 responses were submitted directly to Public Health via e.mail. All of these 10 responses were from organisations including Myton Hospice, Warwick Medical School and West Midlands Special Needs Transport.

14. What were the key findings of the consultation?

The range of responses were varied with a number being in relation to the inclusion of particular groups within the strategy, as a general theme those that responded considered that some groups were particularly under-represented or not represented at all. Other comments related to a lack of detail and specifics within the strategy and the understating of the impact the strategy would have on the broader determinants of health including jobs and employment.

15. Are there any gaps in the consultation?

There were no specific gaps identified although the small number of responses indicated that the consultation may not have had the degree of penetration expected. For future consultations consideration will be given to how to better engage with people regarding the important issue of health within this City.

16. Following the consultation, what additional equality issues have emerged?

As the strategy is a high level document based largely on the JSNA it is not feasible or possible for it to address all the areas within the City that impact on Health and Well-Being. The strategy was deliberately drafted to focus effort on a smaller number of key areas where it is considered that the greatest impact could be achieved through the Health and Well-Being board. The feedback to the consultation indicated that some respondents considered that issues had been overlooked although no specific issues emerged that required major changes to the priorities within the strategy.

17. Which of the options have changed following consultation and equality analysis, and how?

As a result of the consultation some changes were made to the strategy including the need for commissioners and providers to explicitly consider both the need and access to services for specific groups and to publicise the prioritisation criteria used in developing the strategy.

Equality impact of final option

18. Please confirm below which option has been chosen for implementation.

Adoption of the Coventry Health and Well-Being Strategy as agreed by the Health and Well-Being Board in December 2012.

19. Please indicate which of the following best describes the equality impact of this analysis.

There will be **no equality impact** if the proposed option is implemented.

There will be **positive equality impact** if the proposed option is implemented.

There will be **negative equality impact** if the preferred option is implemented, but this can be objectively justified.

Please state clearly what this justification is and what steps will be taken to ameliorate the negative impact.

20. What will be the impact on the workforce following implementation of the final option? Please make reference to relevant equality groups (with protected characteristics under the Equality Act).

None specifically identified but in order to address the health inequalities identified through the JSNA and captured in the strategy some workforce impact will be expected

in terms of how people work across Health and Social Care and wider agencies to make a real difference to health inequalities in the City.

Formal decision-making process

Please detail below the committees, boards or panels that have considered this analysis

Name	Date	Chair	Decision taken

Approval

This equality analysis has been completed by:

Officer	John Forde
Service Manager	Jane Moore

Note: Failure to comply with duties on equalities and consultation will put the Council (and specifically the elected member or officer making the decision) at risk of judicial review

Director	Jane Moore
Elected Member	Cllr O'Boyle
Date	3.2.13

Monitoring and review

This section should be completed 6-12 months after implementation

- a) **Please summarise below the most up to date monitoring information for the newly implemented service, by reference to relevant protected groups.**

[Click **here** and type]

- b) **What have been the actual equality impacts on service users following implementation?**

Analyse current data relating to the service and think about the impact on key protected groups: race, sex, disability, age, sexual orientation, religion or belief, pregnancy or maternity, gender reassignment.

It may help to answer the following questions: Since implementation

- Have there been any areas of low or high take-up by different groups of people?
- Has the newly implemented service affect different groups disproportionately?
- Is the new service disadvantaging people from a particular group?
- Is any part of the new service discriminating unlawfully?

[Click **here** and type]

- c) **What have been the actual equality impacts on the workforce since implementation?**

[Click **here** and type]

Equality Analysis and Consultation Template
July 2012 · Version 2.0.1

The latest version of this template can be found at:
<http://beacon.coventry.gov.uk/equalityanddiversity/>
Please ensure you are using the latest version of the template.