

## MID SUSSEX DISTRICT COUNCIL

### Equality Impact Assessment

**Title of Policy/Service/Contract: Mid Sussex Wellbeing**

**Division: Performance and Partnership**

**Lead Officer: Elizabeth Carter**

**Date Assessment completed: January 2014**

#### 1. SCOPING

##### **1.1 What are the aims of the policy, service/service change or contract?**

The aims of the Mid Sussex Wellbeing Service are;

- (i) to reduce the incidence of coronary heart disease through the promotion of healthy lifestyles
- (ii) to tackle health inequalities by ensuring that the service is targeted to meet the needs of the residents at risk of the poorest health.
- (iii) to provide advice and guidance on health and wellbeing issues and information about, and signpost to, local health and wellbeing services.

##### **1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?**

Local residents of Mid Sussex and people who work in Mid Sussex.

##### **1.3 What equality information is available, including any evidence from engagement and analysis of use of services?**

West Sussex Health Inequalities Strategy 2012-17. The Mid Sussex Equalities Profile (updated 2012). The West Sussex County Council Joint Strategic Needs Assessment (JNSA). Projecting Adult Needs and Service Information (PANSI) and Projecting Older People Population Information (POPPI) websites for disability data. Office for National Statistics (ONS) Health Profiles 2013. Tobacco Profiles 2013.

##### **1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?**

This information tells us about the health statistics and demographics of the District (e.g. BME populations, age breakdowns, for the district etc.), which highlight that there are inequalities in health outcomes for residents in the District. People who live in more deprived areas have a lower life expectancy are more likely to smoke and are more likely to have a long term limiting illnesses.

##### **1.5 Are contractors or partnerships used to deliver the service? Yes**

If No go to section 2.

If yes, please refer to the guidance notes, particularly Appendix One of the MSDC Guidance “Integrating Equality and Diversity into Procurement”, and complete the next three questions.

**Identify the contractors/partnerships used to deliver the service.**

- **Crime Reduction Initiatives**
- **Albion in the Community**
- **Freedom Leisure**
- **Health Champions Training Ltd**
- **Friends Families and Travellers**

**What is their contribution to equality in service delivery and the promotion of equality?**

The service specifications for the projects / services ensures the contractors are all required to target key neighbourhoods and community groups at risk of poor health. This is monitored through performance measures.

**How are equality issues addressed through contractual arrangements and service level agreements?**

The procurement process required the bidders to meet predefined equalities standards which includes submission of equal opportunities policies and procedures. The providers were scored on their responses to the following question;

Please detail how you would support the following;

- People whose first language is not English
- People who find reading and writing difficult
- People with physical and learning difficulties
- People who provide unpaid care.

The submissions were evaluated as part of the tender process and their responses form part of the contract.

## 2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of different ethnic groups including white minorities, but also established white communities				
<p>There may be differing language needs among some BME groups.</p> <p>There may be some cultural barriers to participation in Wellbeing activities</p> <p>Gypsies and Travellers have lower levels of health and tend to be reluctant to access health services or participate in organised physical activity.</p>	<p>Use of plain English in documents. Face to face service Use of translation service when required</p> <p>The Wellbeing Service is addressing health issues of the Gypsy and Traveller community by commissioning Friend Families and Travellers to provide Wellbeing Advisors to support Gypsies and Travellers' health and wellbeing needs</p>	<p>Further engagement with the members of the Mid Sussex Diversity Forum to gather insight about needs and barriers to participation – October 2014</p> <p>Scheme to commence from April 2014</p>	<p>Elizabeth Carter</p> <p>Elizabeth Carter</p>	<p>Number of people from BME communities engaging with the Wellbeing Service</p> <p>Number of Gypsies and Travellers in the District engaging with the service.</p>
The needs of men and women. Including taking account of pregnancy and maternity.				
<p>There are cultural barriers to participation in some activities</p> <p>Low uptake of service by men</p>	<p>Provision of women only physical activity sessions for BME groups.</p> <p>Provision of men only NHS health check sessions</p>	<p>Further engagement with the members of the Mid Sussex Diversity Forum to gather insight about needs and barriers to participation – October 2014</p> <p>Liaise with the Prevention Assessment Team to set dates for NHS Checks for 2014</p>	<p>Elizabeth Carter</p> <p>Wellbeing Team</p>	<p>Number of people from BME communities engaging with the Wellbeing Service</p> <p>Number of men engaging with the Wellbeing Service</p>

Opportunity to promote equality and/or barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of disabled people				
<p>Access to venues</p> <p>Provision of alternatives to mainstream activity</p>	<p>Only venues which are accessible are used. Risk assessment taken of venue for all activities and events.</p> <p>Referral to Wellbeing Coaches service for people who are unable to access the other wellbeing programmes due to physical disability.</p>	<p>Ensure people are aware that alternative activities are available</p>	<p>Wellbeing Team</p>	<p>Number of people with disabilities engaging with the Wellbeing Service</p>
The needs of people with a religion or belief				
<p>There are cultural barriers to participation in some activities</p>	<p>Provision of women only physical activity sessions for BME groups</p>	<p>Further engagement with the members of the Mid Sussex Diversity Forum to gather insight about needs and barriers to participation – October 2014</p>	<p>Elizabeth Carter</p>	<p>Number of people from BME communities engaging with the Wellbeing Service</p>
The needs of gay men, lesbians, bisexuals and heterosexual people				
<p>While there are no barriers we are aware that this is a hard-to-reach group. All service providers are required to abide by MSDC Equalities Statement.</p>	<p>None identified</p>			
Issues from marriage and civil partnership				
<p>None identified. All service providers are required to abide by MSDC Equalities Statement.</p>	<p>None identified</p>			
The needs of different age groups, for example older and younger people				
<p>The Wellbeing service is provided for people aged 18 years and over. Health and wellbeing issues change over time and physical activity requirements are dependent upon age</p>	<p>The commissioned services cover different age groups. There is a physical activity service for working age and one for older adults.</p>			<p>Monitoring statistics will indicate the age range of the people engaging with the Wellbeing Service</p>

Opportunity to promote equality and/or barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of transgender communities				
None identified. All service providers are required to meet MSDC Equalities Statement.	None identified			
The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
People who live in more deprived areas, on low income are more likely to be in poorer health than the rest of the population.	The Wellbeing Service is targeted in key neighbourhoods that reflect these factors. The outreach service is in town centre locations or in deprived wards. All of the commissioned services are required to target these community groups. The services provided are either at no cost or very low cost	Additional outreach service to be set up at Manor Field School in Burgess Hill in 2014-15 financial year	Elizabeth Carter	Number of people from key neighbourhoods engaging with the Wellbeing Service
The needs of people who live in a rural area				
Events and outreach services are predominately town centre based	The Wellbeing Service can be provided over the telephone or email. All of the commissioned services are asked to target rural areas. All of the commissioned services are flexible to the needs of the individual and can be provided in locations convenient to the resident	Promote the service within rural areas through partnership working with the parish councils by April 2014	Elizabeth Carter	Number of clients from rural locations using the service

### 3. Mid Sussex District Council Equality Impact Assessment Summary

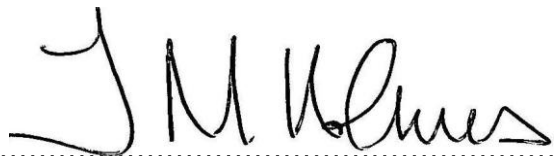
Key Findings	Future Actions
<ul style="list-style-type: none"> <li>- The Wellbeing Service has target groups which are broadly aligned to the priority groups identified in the Equalities Act. The service performance manages the commissioned projects which includes a section on how the providers engage with people at risk of the poorest health.</li> <li>- Targeted work is undertaken to cater for different age groups, genders and ethnicity to overcome cultural barriers to accessing Wellbeing services. This includes women only physical activity sessions for BME groups and provision of men only NHS health check sessions.</li> <li>- There is an outreach service, targeted at key neighbourhoods in the District, given that people who live in the more deprived areas are more likely to be in poorer health. Rural areas are also targeted.</li> </ul>	<ul style="list-style-type: none"> <li>- Continue to monitor the performance of the commissioned projects to ensure that the Wellbeing Service is engaging with priority groups in Mid Sussex.</li> <li>- Further engagement to be undertaken with the Mid Sussex Diversity Forum to establish needs and barriers to participation.</li> <li>- Implementation of a programme to provide a Wellbeing Advisor to engage locally with Gypsies and Travellers regarding their health issues.</li> <li>- Additional outreach service to be set up at Manor Field School in Burgess Hill.</li> <li>- Promote the service within rural areas through partnership with the parish councils.</li> </ul>

### 4. Signing off this assessment and action plan



Signature  
Person undertaking the assessment

Date .....14<sup>th</sup> February 2014.....



Signature .....  
Head of Service

Date .....26<sup>th</sup> February 2014

Please send your completed impact assessment to Neal Barton for publication on the website.