

Equality Impact Assessment Toolkit

(January 2021)

Section 1: Your details

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Head of Section: Dr Elspeth Anwar

Chief Officer: Julie Webster

Directorate: Public Health

Date: 08-06-22

Section 2: What Council proposal is being assessed?

Wirral Individual Placement Support (IPS) Programme Grant

In January 2021, the government announced an additional £148 million funding to reduce drug-related crime and health harm. This included an announcement of further funding for Project ADDER (Addiction, Diversion, Disruption, Enforcement and Recovery), a joint Home Office, Department for Health and Social Care and Public Health England programme. Wirral was selected to be a Project ADDER site based on consideration of key indicators including high prevalence of drug misuse, high levels of drug-related deaths and significant levels of drug-related offending.

Coming alongside this was an additional National Grant funding programme to improve the capability and capacity of treatment systems to support people recovering from drug and alcohol misuse into employment. This grant programme recognises that gaining employment is a key factor in enabling people to successfully maintain their own recovery. Local authority areas were invited and encouraged to join this programme. Wirral is 1 of the 48 LAs that took up this invitation in 2021-22 and as a consequence was awarded a grant of £135K per annum until 2024-25. This is a figure arrived at by OHID (Office for Health Improvement and Disparities) using a formula which factors in the number of people accessing the Wirral treatment service and is calculated to provide for two full time employment advisors and a team leader. These posts have been appointed to.

Section 2a: Will this EIA be submitted to a Committee meeting?

If 'yes' please state which meeting and what date

YES. The Adult Social Care and Public Health Committee on June 14th 2022

Hyperlink to where your EIA is/will be published on the Council's website

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services – Yes – Commissioned services**
- The workforce – No**
- Communities – Yes – affects all 18+ Wirral residents who have been impacted by their own or others' drug and alcohol misuse.**
- Other (please state eg: Partners, Private Sector, Voluntary & Community Sector) – Yes – will have an effect on both statutory and voluntary sector partners and services in Wirral.**

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Wirral residents; all adults 18+ with a drug or alcohol dependency.	<p>Potential Positive Impacts. The additional resource will provide the following:</p> <ul style="list-style-type: none"> • Greater focused and personalised support into employment as a major step towards sustaining their personal recovery journey. Easier access to this support for all groups. • More capacity to address language and cultural boundaries. • Increased opportunities to address the implications of the complex health and social needs of this group of the population e.g. COPD (chronic obstructive pulmonary disease), cancer, gastric conditions, homelessness, and how these 	<ul style="list-style-type: none"> • Include agencies working with minority groups in the development of the programme. • Close working with service providers, including agencies working with minority groups. • Recruit inclusively, following Safe Recruitment practises. • Hold multiagency steering groups. • Close working with local probation Services. 	Public Health lead and the key relevant service provider leads.	Across the duration of the Individual Placement Support grant programme	<p>No resource implications for the Council. The grant funding allocated to Wirral for 2022-2023 will allow greater access to this employment/recovery support for all Wirral residents with a significant drug and alcohol dependency.</p>

	<p>impact on their opportunities to gain employment.</p> <ul style="list-style-type: none"> Particular benefits to those communities with higher levels of social deprivation, health inequality and unemployment. 	<ul style="list-style-type: none"> Close working with health, housing, and social care partners. 			
Wirral residents; families, young people and children 0-18	<ul style="list-style-type: none"> Drug and Alcohol misuse in communities can adversely affect the development, lifestyles and safety of children, young people, and their families. <p>Potential Positive Impacts The additional resource will provide the following:</p> <ul style="list-style-type: none"> Greater capacity to support families with drug and/or alcohol dependent parents to find suitable employment, sustain their recoveries from substance misuse, and reduce the damaging impact of the substance. It will allow families where the impact of substance misuse is more profound to have access to specialist residential treatment options, including detox followed by rehabilitation. 	<ul style="list-style-type: none"> Connect IPS aims to our organisational aims of 'breaking the cycle' of drug misuse in families. 	Public Health lead and the key relevant service provider leads.	Across the duration of the Individual Placement Support grant programme	As above
Wirral residents: women 18+	<ul style="list-style-type: none"> Women often have a different experience of the negative impacts of drug and alcohol misuse than men and can be affected by drug treatment and rehabilitation services that have a much greater attendance by men. This is in line with the greater prevalence of drug use among males than females (approximately 70/30) which could lead to a male-focused environment and culture. 	<ul style="list-style-type: none"> Recognising the need for women focused space within services. Working to ensure tailored pathways to treatment recovery, and where possible, employment for women, especially those with young families. 	Public Health lead and the key relevant service provider leads.	Across the duration of the Individual Placement Support grant programme	As above

	<p>Potential Positive Impacts The additional resource will provide the following:</p> <ul style="list-style-type: none"> • Additional capacity to address the particular needs of, and pressures on, women and support them to access and sustain employment, as a crucial factor in sustaining their personal recovery journeys. 				
BAME (Black Asian Minority Ethnic) community	<ul style="list-style-type: none"> • There could be barriers to accessing services and employment created by language, a visible dominant presence of one culture (e.g. White British) <p>Potential Positive Impacts The additional resource will provide the following:</p> <ul style="list-style-type: none"> • Additional capacity in the workforce to enable services to work more closely with organisations who are engaging with the various population groups in the Wirral BAME community and consult with them about ensuring residential options are able to meet the specific needs of different groups. 	<ul style="list-style-type: none"> • Work closely with agencies engaging with these communities and involve them in the continued development of the residential detox facilities, ensuring access to this specific treatment and support is made easily available to all communities. We will ensure that wherever possible information about this treatment option is available in different languages and/or formats, upon request and within a reasonable time. 	Public Health lead and the key relevant service provider leads.	Across the duration of the Individual Placement Support grant programme	As above

Section 4a: Where and how will the above actions be monitored?

A specific IPS (Individual Placement Support) programme group has been established and is monitoring the development of the delivery and activity of the Wirral service. It meets regularly, originally monthly but reducing to 2 monthly as the programme has bedded in. This group will now report to the regular (currently monthly) Wirral ADDER Programme Delivery Partnership Steering group. This includes a wide range of partners and among them will be representation from agencies and services working with underserved groups. Equality of access will be a standing item on the agenda.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

This programme is bringing very valuable new capacity and quality to this critical service delivery and support. This will make a positive impact on all communities, in particular on those communities with higher levels of social deprivation and health inequality. The increasing capacity of this developing programme, along with the wide involvement of partners, will also increase inclusion.

Section 5: What research / data / information have you used in support of this process?

We have examined an extensive range of data to support this development. This includes (but is not limited to) the following:

- National Drug Treatment Monitoring System data on those in treatment.
- Local service provider data.
- National Drug prevalence studies data
- Home Office data on crime and offending behaviour

To inform the use of this data there is also an extensive body of research that supports the delivery approaches that our commissioning is being required to follow in the guidance that comes with this funding.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 7. yes

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

Regular consultation has been taking place to date with an extensive group of key partners to support the development of the wider ADDER plan. Time constraints from the perspective of needing to mobilise the programme quickly to utilise the funding within the designated time frame have placed some limitations on this process of consultation, however, this consultation will continue over the coming months, and will be expanded to include a greater focus on additional partners, in particular those Wirral agencies working with our BAME population groups, and this will continue to inform and support the development of this programme over the coming 2 years.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting its legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**