

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA Lead Officer:** Helen Stott

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**Head of Section:** Dr Elspeth Anwar

**Chief Officer:** Julie Webster

**Directorate:** Public Health

**Date:** July 2022

## **Section 2: What Council proposal is being assessed?**

To develop a dynamic Health Protection response for Wirral, evolving from the Local Outbreak Hub model, established in response to the COVID-19 pandemic in 2020. Wirral's existing Local Outbreak Hub is funded until 30<sup>th</sup> September 2022, by the Contain Outbreak Management Fund (COMF). The COMF grant will continue to fund the newly revised Health Protection Delivery Service for six months, from October 2022 until March 2023, when this funding stream is due to conclude. The core Public Health Grant will be used to fund the Service for twelve months from April 2023 to March 2024, to ensure local resilience and continuity. The service will be evaluated throughout this period, to inform planning.

## **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 25<sup>th</sup> 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**

**The workforce – Yes**

**Communities – Yes**

**Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector) – **Yes**

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](mailto: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: BAME (Black Asian and Minority Ethnic) communities	<ul style="list-style-type: none"> <li>COVID-19 has disproportionately impacted black and minority ethnic communities.</li> </ul> <p><b>Potential Negative Impacts:</b> There could be barriers to accessing information, advice, guidance, support, due to language, location. There could be discriminatory factors. Policies may have a greater impact on people from BAME groups. People in immigration accommodation/ refugees may have additional barriers to accessing services.</p> <p><b>Potential Positive Impacts:</b> The team will operate to the benefit of all Wirral communities and settings, to provide</p>	<ul style="list-style-type: none"> <li>Use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.</li> <li>Engage with service providers, agencies and CVF sector, working with minority groups, and involve them in the continued development of the Health Protection Service e.g. BAME Link Workers,</li> </ul>	Helen Stott, Head of Health Protection	Present to March 2024	No resource implications for the Council.

	<p>health protection guidance, advice and support.</p> <p>Priority will be given to settings and cohorts which are at higher risk of worse outcomes including underserved populations, and those disproportionately impacted by COVID-19.</p>	<p>Community Champions.</p> <ul style="list-style-type: none"> <li>• Raise awareness through targeted communications and engagement.</li> <li>• Ensure that where required information is available in different languages and/or formats, upon request and within a reasonable time.</li> <li>• Use our learning from the pandemic, to deliver health protection services which meet diverse needs of residents and communities, e.g. outreach services to particular settings, locations within communities, engage with community leaders to build trust.</li> </ul>			
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<p>Wirral residents: Older People</p>	<ul style="list-style-type: none"> <li>Older people are more likely to develop serious ill health and are more likely to have co-morbidities which places them at greater risk of health issues.</li> </ul> <p><b>Potential Negative Impacts:</b> Older people may not have capacity, or ability to access information and support. Older people living at home, may be isolated and receive little or no support, and therefore not have awareness, or access to information. Older people living in supported accommodation, residential, nursing care etc. may not have access to information.</p> <p><b>Potential Positive Impacts:</b> The team will operate to the benefit of all Wirral communities and settings, to provide health protection guidance, advice and support.</p> <p>Priority will be given to settings and cohorts which are at higher risk of worse outcomes including underserved populations, and those disproportionately impacted by COVID-19.</p> <p>The service will deliver targeted interventions to support those most vulnerable groups, across a variety of projects.</p>	<ul style="list-style-type: none"> <li>Use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.</li> <li>Engage with colleagues, partners and CVF sector working with older people in the development of the programme, including local NHS, Adult Social Care, Housing and Accommodation providers, Infection Prevention Control service, UK Health Security Agency.</li> <li>Engage with Community Champions, and Community Connectors Service.</li> <li>Raise awareness through targeted communications and engagement.</li> <li>Tailor communications and information for the intended audience.</li> <li>Use our learning from the pandemic, to</li> </ul>	<p>Helen Stott, Head of Health Protection</p>	<p>Present to March 2024</p>	<p>No resource implications for the Council.</p>
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		deliver health protection services which meet diverse needs of residents and communities, e.g. outreach activity in settings to engage residents and staff.			
Wirral residents: Socio-economic groups/ living in deprived areas	<ul style="list-style-type: none"> <li>• People living in the most deprived areas may be at greater risk of experiencing health issues.</li> </ul> <p><b>Potential Negative Impacts:</b> Potential issues and barriers with accessing information, advice, services and support.</p> <p><b>Potential Positive Impacts:</b> The team will operate to the benefit of all Wirral communities and settings, to provide health protection guidance, advice and support.</p> <p>Priority will be given to those who are at higher risk of worse outcomes including hard to reach groups, and those disproportionately impacted by COVID-19.</p>	<ul style="list-style-type: none"> <li>• Use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.</li> <li>• Engage with service providers, agencies and CVF sector, working within targeted wards/areas, and involve them in the continued development of the Health Protection Service e.g. Community Connectors, Community Champions.</li> <li>• Raise awareness through targeted communications and engagement.</li> </ul>	Helen Stott, Head of Health Protection	Present to March 2024	No resource implications for the Council.

		<ul style="list-style-type: none"> <li>• Ensure that where required information is available in different languages and/or formats, upon request and within a reasonable time.</li> <li>• Use our learning from the pandemic, to deliver health protection services which meet diverse needs of residents and communities, e.g. outreach services to particular settings, locations within communities.</li> </ul>			
Wirral residents; families, young people, children 0-18 years old	<ul style="list-style-type: none"> <li>• There have been considerable in-direct impacts to many children, young people and families as a result of COVID-19.</li> </ul> <p><b>Potential Negative Impacts:</b> Potential barriers to accessing information, advice, guidance, support services.</p> <p><b>Potential Positive Impacts:</b> Infectious disease incidents can be responded to faster which will break transmission chains preventing ongoing spread of infection in the community. Proactive work will upskill settings with updated knowledge which will increase community resilience overall.</p>	<ul style="list-style-type: none"> <li>• Use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.</li> <li>• Engage with service providers, agencies and CVF sector, working with children, young people and families, and involve them in the continued development of the Health Protection Service e.g. education settings.</li> </ul>	Helen Stott, Head of Health Protection	Present to March 2024	No resource implications for the Council.

	Supporting the Education sector with Health Protection advice and guidance through dedicated communication pathways.	<ul style="list-style-type: none"> <li>• Raise awareness through targeted communications and engagement.</li> <li>• Tailor communications to the audience e.g. staff, children, parents etc.</li> <li>• Use our learning from the pandemic, to deliver health protection services which meet the needs of range of services and settings e.g. Helpline for education settings.</li> </ul>			
Wirral residents; under-represented / vulnerable population	<ul style="list-style-type: none"> <li>• People within under-represented groups may be at higher risk of COVID-19.</li> </ul> <p><b>Potential Negative Impacts:</b> Potential issues with accessing information, advice, guidance and support.</p> <p><b>Potential Positive Impacts:</b></p> <p>The team will operate to the benefit of all Wirral communities and settings, to provide health protection guidance, advice and support.</p> <p>Priority will be given to settings and cohorts which are at higher risk of worse outcomes</p>	<ul style="list-style-type: none"> <li>• Use intelligence to create a better understanding and help inform our work – quantitative and qualitative insight.</li> <li>• Engage with service providers, agencies and CVF sector, working within targeted settings/locations, and involve them in the continued development of the Health Protection</li> </ul>	Helen Stott, Head of Health Protection	Present to March 2024	No resource implications for the Council.



	including underserved populations, and those disproportionately impacted by COVID-19.	<p>Service e.g. Housing Services, Hostels.</p> <ul style="list-style-type: none"> <li>• Raise awareness through targeted communications and engagement.</li> <li>• Ensure that where required information is available in different languages and/or formats, upon request and within a reasonable time.</li> <li>• Use our learning from the pandemic, to deliver health protection services which meet diverse needs of residents and communities, e.g. outreach services to particular settings, locations within communities.</li> </ul>			
Council Workforce: Health Protection Delivery Service Staff	<ul style="list-style-type: none"> <li>• Fixed term employment, with contracts due to end 31<sup>st</sup> March 2024.</li> </ul> <p><b>Potential Negative Impacts:</b></p> <ul style="list-style-type: none"> <li>• Temporary service may not be sustainable in longer term.</li> </ul> <p><b>Potential Positive Impacts:</b> The extension of additional resources in local health protection will provide continued employment for an 18-month period, which</p>	<p>Thorough staff consultation process, working with HR, to engage staff and ensure opportunity to input to the design of the new service.</p> <p>Recruit inclusively, following Safe Recruitment practises.</p>	Helen Stott, Head of Health Protection	Present to March 2024	No resource implications for the Council.

	<p>will help to keep Wirral well, by providing the following:</p> <ul style="list-style-type: none"> <li>• Local capability to support and respond to incidents of infectious disease in settings and communities.</li> <li>• Capability to work proactively to promote Infection Prevention Control principles in a range of settings</li> <li>• Support to high-risk groups, cohorts, communities and settings that are vulnerable to impacts of infectious diseases.</li> </ul>	<ul style="list-style-type: none"> <li>• Redeployment opportunities for displaced staff.</li> </ul>			
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**Section 4a: Where and how will the above actions be monitored?**

The multi-agency Health Protection Board will be responsible for the oversight of health protection arrangements in Wirral and provide assurance to the Adult Social Care and Public Health Committee that there are safe, effective, integrated arrangements and plans in place across the borough to protect the health of the population and to reduce health inequalities.

The Health Protection Board will regularly review, monitor planned programme of work delivered by the Health Protection Service specifically linked to our Public Health priorities.

A dedicated Quality Assurance function within the Health Protection Service will actively monitor service delivery and evaluate outcomes to capture lessons learned, and consider any equality impact.

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

N/A

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

We have an extensive range of data to support the continued development of the Health Protection service. This includes (but is not limited to) the following:

- Internal/external data e.g. local data and intelligence provided by Wirral Intelligence Service; Joint Strategic Needs Assessment; UK Health Security Agency dashboard.
- Communicable disease data linked to Health Protection

**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](mailto:engage@wirral.gov.uk) for publishing)

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

Regular consultation has been taking place with an extensive group of key partners to support the development of the service to date. Time constraints from the perspective of needing to mobilise the service quickly to utilise the funding within the designated time frame have also placed some limitations on this process of consultation.

Consultation will continue over the coming months, to inform and support the continuing development of this service over the coming 2 years.

The Council has and continues to engage with a range of partners and communities to understand local needs and gather insight in relation to local health protection requirements. The existing workforce has undertaken formal consultation regarding the new proposed service, as existing fixed term contracts are due to conclude in September 2022.

**Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto: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](mailto: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](mailto: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](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**