

# Equality Impact Assessment Toolkit (January 2021)

## **Section 1: Your details**

**EIA lead Officer:** Gary Rickwood

**Email address:** garyrickwood@wirral.gov.uk

**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 ADDER Programme**

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. The grant has been initially provided to strengthen drug treatment services to reduce the harmful impact of drug misuse. Clear aims and objectives for the programme have been set out by the Home Office and the Office for Health Improvement and Disparities (previously Public Health England), include a “menu of interventions” against which local authorities are required to commission, along with key performance metrics.

**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 14<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 – council services and commissioned services**
- The workforce – No**
- Communities – Yes – effects all 18+ Wirral residents who have been impacted by their own or others drug and alcohol misuse**
- Other (please state e.g.: 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](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; all adults 18+           | <p><b>Potential Positive Impacts</b><br/>The additional resource will provide the following:</p> <ul style="list-style-type: none"> <li>• Easier access to treatment for all groups, including delivering the service from more locations across Wirral.</li> <li>• Older residents who are long-term drug and alcohol users, will be provided with greater support</li> <li>• More capacity to address Language and cultural boundaries</li> <li>• Increased health care resources to address associated health conditions e.g. COPD (chronic obstructive pulmonary disease), cancer, gastric conditions, that can be caused, and exacerbated by, long term drug and alcohol use.</li> </ul> | <ul style="list-style-type: none"> <li>• Include agencies working with minority group in the development of the programme</li> <li>• Close work with service providers, including agencies working with minority groups</li> <li>• Recruit inclusively, following Safe Recruitment practises</li> <li>• Hold multiagency steering groups</li> <li>• Partnership with researchers at LJMU (Liverpool John Moores</li> </ul> | Public Health lead and the key relevant service provider leads. | Across the duration of the ADDER programme | <p><b>No resource implications for the Council.</b> The grant funding allocated to Wirral for 2022-2023 will allow greater recruitment for both council and commissioned services, greater access to new treatment options.</p> |

|   |  |   |   |  |                 |
|---|--|---|---|--|-----------------|
|   | <ul style="list-style-type: none"> <li>• Low-income areas and areas of high deprivation are more likely to be affected by substance misuse. There will be extra capacity to take services out into these areas and deliver them within the communities.</li> </ul>   | <p>University) to collect data to help target services and support effectively</p> <ul style="list-style-type: none"> <li>• Close work with local police and probation services</li> <li>• Close working with health and social care partners.</li> </ul>   |   |  |                 |
| Wirral residents; families, young people/ children 0-18 | <ul style="list-style-type: none"> <li>• Drug and Alcohol misuse in communities can adversely affect the development, lifestyles and safety of children, young people, and their families.</li> </ul> <p><b>Potential Positive Impacts</b><br/>The additional resource will provide the following:</p> <ul style="list-style-type: none"> <li>• Greater capacity for specialist focus on substance misuse and reducing its damaging impacts.</li> <li>• It will also allow families where the impact of substance misuse is more profound to have access to specialist residential treatment options.</li> </ul> | <ul style="list-style-type: none"> <li>• Working with Merseyside Police, local drug rehabilitation services and youth groups to direct funding to areas in need.</li> <li>• Connect ADDER aims to our organisational aims of 'breaking the cycle' of drug misuse in families</li> <li>• ADDER objective – reducing drug prevalence among younger people.</li> </ul> | Public Health lead and the key relevant service provider leads. | Across the duration of the ADDER programme | <b>As above</b> |
| Wirral residents; women 18+                             | <ul style="list-style-type: none"> <li>• 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.</li> </ul>   | <ul style="list-style-type: none"> <li>• Recognising the need for women focused space within services, working closely with Tomorrow's Women Wirral to offer that as an alternative venue to see women, all to ensure tailored recovery pathways for women with families</li> </ul>   | Public Health lead and the key relevant service provider leads. | Across the duration of the ADDER programme | <b>As above</b> |

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|  | <p><b>Potential Positive Impacts</b><br/>The additional resource will provide the following:</p> <ul style="list-style-type: none"> <li>• Additional staff capacity to support women coming out of custody and to enable them to access treatment and recovery.</li> </ul>   |  |   |  |                 |
| Adults under care of Merseyside Police, or Her Majesty's Prison and Probation Service (HMPPS), to include those substance misusers in police custody, remanded or serving custodial sentences, and those under the supervision of the National Probation Service | <ul style="list-style-type: none"> <li>• Drug misusers in prison may have limited access to treatment and rehabilitation programmes and lack of structure, security, and prospects on release. These factors could lead to relapses and/or reoffending</li> </ul> <p><b>Potential Positive Impacts</b><br/>The additional resource will provide the following:</p> <ul style="list-style-type: none"> <li>• Increase the workforce capacity to engage with and support drug and alcohol using offenders as they pass through the criminal justice system and move them away from re-offending.</li> <li>• Provide support for more community orders and avoid unhelpful short term custodial sentences.</li> <li>• Provide for specialist employment support to this group.</li> </ul> | <ul style="list-style-type: none"> <li>• Working closely with HMPPS to implement recovery pathways inside prison and lead to community-based recovery programs upon release, including access to targeted specialist employment support</li> </ul> | Public Health lead and the key relevant service provider leads. | Across the duration of the ADDER programme | <b>As above</b> |
| BAME (British Asian Minority Ethnic) community   | <ul style="list-style-type: none"> <li>• There could be barriers to accessing services created by language, a visible dominant presence of one culture (e.g white British)</li> </ul>  | Work closely with agencies engaging with this community and involve them in the continued  | Public Health lead and the key relevant service                 | Across the duration of the                 | <b>As above</b> |

|  |  |   |                 |                 |  |
|--|--|---|-----------------|-----------------|--|
|  | <p><b>Potential Positive Impacts</b><br/> The additional resource will provide the following:</p> <ul style="list-style-type: none"> <li>• Additional capacity in the workforce to engage with various population groups in the Wirral BAME community</li> </ul> | development of the programme, ensuring access to treatment and support is made easily available to all communities. We, or any partner organisations, will ensure that information is available in different languages and/or formats, upon request and within a reasonable time. | provider leads. | ADDER programme |  |
|--|--|---|-----------------|-----------------|--|

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

Programme development and activity will be reported at the regular (currently monthly) Wirral 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 the delivery of these services. 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 considerations of inclusion will also provide for greater all-round 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.
- Public Health Outcomes Framework data.
- Home Office data on crime and offending behaviour.
- Hospital admissions data.
- ONS data on drug-related deaths and deaths in treatment.
- Liverpool John Moores University data on syringe exchange activity, drug-related deaths, alcohol-related hospital admissions from trauma and injury, drug and alcohol users in the criminal justice system.

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](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 plan to date. Time constraints from the perspective of needing to mobilise the programme quickly to utilise the funding within the designated time frame have also placed some limitations on this process of consultation. In addition to this, the continuing need to adopt Covid secure measures has previously restricted the opportunity to bring partners together for collective consultation.

However, this consultation will continue over the coming months, and will be expanded to include additional partners, to inform and support the continuing development of this programme over the coming 2 years.

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?**