



Equality Impact Assessment Toolkit (March 2017)

Section 1: Your details

EIA lead Officer: Jane Harvey

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Head of Section: Julie Webster

Chief Officer: Julie Webster

Directorate: Public Health

Date: 2nd August 2019

Section 2: What Council proposal is being assessed?

Re-commission of the Healthy Child Programme (HCP) (Core Programme) for 0-19-year olds

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

Yes

Joint Strategic Commissioning Group, 10th September 2019

Please select hyperlink to where your EIA is/will be published on the Council's website (please select appropriate link & delete those not relevant)

Strategy (Health & Care, Intelligence, Communications, Growth, Health & Wellbeing, Strategy, Environment, Schools Commission, Housing Commission)

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments/equality-impact-assessments-2017-0>

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

√ **Services**

√ **The workforce**

√ **Communities**

Other (please state e.g.: Partners, Private Sector, Voluntary & Community Sector)

All of the above

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 |
|---|---|--|--|------------------|------------------------------|
| Age | The needs of children and young people will vary across the age range of the programme. | The HCP is a programme for 0-19-year olds (up to 25 for children and young people with SEND). Some age specific requirements are identified within the programme, such as the developmental reviews. Some services are age and vulnerability specific, such as Family Nurse Partnership. The programme works with parents and families and is commissioned to provide flexible services to support identified needs across all ages. | Provider Lead/Public Health Senior Manager | Ongoing | Within contract |

| | | | | | |
|--|---|--|---|----------------|------------------------|
| <p>Disability, race, sexual orientation</p> | <p>The needs of children and young people will vary across the age range of the service. Some will be more vulnerable and reluctant to access support.</p> | <p>The HCP provides a universal offer and also a targeted offer for vulnerable groups. There are 4 levels to the service: community, universal, universal plus, universal partnership plus to ensure that appropriate levels of support are provided to meet needs. The Provider will be required to comply with the Equality Act 2010.</p> | <p>Provider Lead/Public Health Senior Manager</p> | <p>Ongoing</p> | <p>Within contract</p> |
| <p>Pregnancy and maternity</p> | <p>Forming a good relationship with the Health Visiting Service/Family Nurse Partnership in pregnancy provides a foundation on which to build support for children and families following childbirth. Some will be more vulnerable and reluctant to access support.</p> | <p>The provider will contribute to the Pre-Birth Liaison Group to ensure that vulnerable women receive a targeted appropriate level of support. The service will work closely with maternity services and provide home visits both during pregnancy and a home visit within the first 14 days following birth.</p> <p>Delivery of key messages for families, such as 'safe sleep' are recorded in the 'red book' which is audited regularly by the provider.</p> <p>Targets for uptake of elements of the service, such as developmental</p> | <p>Provider Lead/Public Health Senior Manager</p> | <p>Ongoing</p> | <p>Within contract</p> |

| | | | | | |
|-----------------------------|---|--|--|---------|-----------------|
| | | reviews are monitored via geographical teams to ensure reach across all areas. | | | |
| Sex | <p>Elements of the service such as the maternal mood review at 6-8 weeks will be specifically for females, but support for fathers should also be a focus.</p> <p>Different needs will emerge across the age range of children and young people supported by the service, some will be reluctant to access support.</p> | <p>The service will ensure that male-friendly support is provided and identify innovative ways of engaging fathers.</p> <p>Staff complete domestic abuse training to ensure that this is considered whilst working with families.</p> <p>The service will provide gender appropriate support across the service for children and young people with a focus on key life stages e.g. puberty.</p> <p>The Provider will be required to comply with the Equality Act 2010.</p> | Provider Lead/Public Health Senior Manager | Ongoing | Within contract |
| Areas of deprivation | Potential for variation in uptake of services particularly in areas of higher deprivation where need is greater. | <p>There are 4 levels to the service: community, universal, universal plus, universal partnership plus.</p> <p>The service will be based in geographic teams, weighted for deprivation. Targets for uptake of elements of the service, such as developmental reviews are monitored via geographical teams to ensure health inequalities are not widened.</p> | Provider Lead/Public Health Senior Manager | Ongoing | Within contract |

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

Quarterly contract monitoring meetings, themed meetings around pre-identified areas and regular 'catch-up' meetings.

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?

Current contract monitoring data evidencing uptake/reach of the service
Service user feedback
Consultation with key stakeholders, including children, young people and families
Consultation with Headteachers
Engagement/consultation collated from other events, such as the Future in Mind event

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

No

If 'yes' please continue to section 7.

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

Consultation has already taken place to inform the development of the specification for this service, service user feedback will be used continuously for the duration of the contract to ensure that the service continues to evolve to meet need.

(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?

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 it's 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?**