



# Equality Impact Assessment Toolkit (March 2017)

## Section 1: Your details

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**Head of Section:** Jane Harvey, Public Health Consultant

**Chief Officer:** Julie Webster, Director for Health & Wellbeing (DPH)

**Directorate:** Health & Wellbeing (Public Health)

**Date:** 4<sup>th</sup> December 2019

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

**Re-commissioning of Tier 2 Weight Management Service**

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

Yes / **No**

If 'yes' please state which meeting and what date

.....

Please select hyperlink to where your EIA is/will be published on the Council's website

**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>

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

**Services**

**The workforce – There may be opportunities for staff members to be referred to the service through Occupational Health and may fall under any of the protected characteristic categories below.**

**Communities**

**Other** (Partners, Private Sector, Voluntary & Community Sector)

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
Age	This is an adult service only (available to Wirral residents aged 16yrs and older).	<p>Children’s weight management services are commissioned separately. Service providers must make strong links with children’s services for signposting purposes. This is a contractual requirement.</p> <p>This service is available to parents/ carers with children so there may be an indirect benefit to children through improved meal planning/ eating behaviours and activity within the family.</p> <p>The specification clearly states that there is no upper</p>	Service Provider / Commissioner	Contract period	<p>Staff resource</p> <p>Within contract</p>

		<p>age limit for individuals accessing the service.</p> <p>The service will be routinely monitored to review activity and outcome data by age. Targeted promotional activity will be undertaken if uptake is low amongst any given age group.</p>			
Disability	<p>Obesity is a serious chronic condition that impacts negatively on both physical and mental health. Obese patients are at increased risk of developing a range of medical problems causing disease and disability; this could result in more people with a disability accessing the service.</p>	<p>Supporting patients to better manage their weight will have a positive impact on their health and wellbeing.</p> <p>The service is contractually required to comply with Equality Act (2010) and to ensure that it does not discriminate against any protected groups, including those with disability. The service provider will ensure that its premises are designed to facilitate access for all service users with disability, and also that it provides these services from locations closer to where service users live, making physical access easier.</p> <p>The specification clearly states that the service</p>	Service Provider / Commissioner	Contract period	Within contract

		should not exclude and will make reasonable adjustments for individuals with physical or learning disabilities.			
Pregnancy and maternity	It is not recommended that women lose weight during pregnancy as it could harm the health of the unborn child, so pregnant women may feel this service is not appropriate for them.	<p>The weight management service is suitable for pregnant women, but the goal is not to lose weight. Emphasis should be placed on how a healthy diet and being physically active will benefit both the woman and her unborn child and will help her to achieve a healthy weight after giving birth.</p> <p>The service will be available to pregnant women following referral from their midwife. The BMI referral threshold has been lowered for pregnant women to support more women to achieve a healthy pregnancy.</p> <p>Postnatal women can also access the service and will be treated as a new referral when referred by their health visitor.</p>	Service Provider / Commissioner	Contract period	Within contract value

Sex	<p>The service will be available to both men and women following referral from a health care professional. However, traditionally men are less likely to visit primary care services and seek support on health and lifestyle issues.</p>	<p>The service will be made available to both men and women and will be widely promoted as such and in particular to health care professionals referring to the service.</p> <p>The service is contractually required to comply with the Equality Act (2010) and to ensure that it does not discriminate against any protected groups.</p> <p>The service will be routinely monitored to review activity and outcome data by sex. Targeted promotional activity will be undertaken if uptake is low.</p>	Service Provider / Commissioner	Contract period	<p>Staff resource</p> <p>Within contract value</p>
Race	<p>Obesity prevalence varies between ethnic groups for both adults and children. There is potential for variation/ less uptake of services amongst population groups where need is greater.</p>	<p>Asian population groups in particular are at increased risk of chronic disease and mortality at lower BMI levels and therefore the BMI threshold for this population group has been lowered accordingly.</p> <p>The service is contractually required to comply with the Equality Act (2010) and to ensure that it does not discriminate against any</p>	Service Provider / Commissioner	Contract period	<p>Staff resource</p> <p>Within contract</p>

		<p>protected groups, including those from different cultural backgrounds or with different racial beliefs.</p> <p>The service will be routinely monitored to review activity and outcome data by ethnicity. Targeted promotional activity will be undertaken if uptake is low.</p>			
Deprivation	There is potential for variation/less uptake of services in areas of higher deprivation where need will be greater.	<p>Providers are contractually required to deliver services from community-based locations for the delivery of interventions across Wirral. This will include areas with higher levels of deprivation. The venues must be accessible and convenient (including accessible by public transport) and be in an appropriate setting that does not stigmatise clients. Premises will be fully compliant with the requirements of the Equality Act 2010.</p> <p>The service will be routinely monitored to review activity and outcome data by deprivation. Targeted</p>	Service Provider / Commissioner	Contract period	<p>Staff resource</p> <p>Financial resource – met within contract value</p>

		promotional activity will be undertaken if uptake is low in areas of deprivation.			
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**Section 4a: Where and how will the above actions be monitored?**

Regular contract meetings.

Service performance reports will be provided each month by the provider and will be reviewed by the commissioner and a continuous service plan implemented if any issues are identified.

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

Tier 2 management service has shown to have a positive impact during the previous contract. Weight management is an important part of healthy living and we are confident that the service has taken reasonable steps in order to fully meet the equality duty.

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

Current contract monitoring/ service performance reports.

Consultation with key stakeholders including service users, Wirral residents and health care professionals.

Data/evidence within Wirral Joint Strategic Needs Assessment.

Public Health England and NICE guidance.

**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. Gathering service user feedback is also a contractual requirement and the findings will be used throughout 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](mailto: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](mailto: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](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?**