

EQUALITY IMPACT ASSESSMENT TEMPLATE - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Public Health
2	Person responsible for the assessment:	Ian Peet
3	Contact details:	912 5849, ian.peet@trafford.gov.uk
4	Section & Directorate:	C & WB, Adult Social Care, Commissioning and Service Development
5	Name and roles of other officers involved in the EIA, if applicable:	Jenny Holt, Service Manager, Commissioning and Service Development

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="radio"/> Function <input checked="" type="radio"/>
2	Is this EIA for a new or existing policy or function?	New <input type="radio"/> Existing <input checked="" type="radio"/> Change to an existing policy or function <input type="radio"/>
3	What is the main purpose of the policy/function?	Trafford Council will become the responsible body for the health of the local population on the 1 st April 2013. The specialist Public Health Function in Trafford will transfer to the Council and in conjunction with the shadow Clinical Commissioning Group will develop a collaborative approach to the commissioning of public health services for the citizens of Trafford.

4	Is the policy/function associated with any other policies of the Authority?	The function is associated with policies regarding adult social care and Health.
5	Do any written procedures exist to enable delivery of this policy/function?	Detailed service specifications and procedural policies are in place for public health services.
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	The main stakeholders are the people of Trafford.
8	How will the policy/function (or change/improvement), be implemented?	<p>In April 2013 the Public Health function will transfer to the Council, the planning for which is well underway. The transition work has identified the opportunity to create efficiencies across the current Public Health programme which will enable Council budgets to realise a saving linked to commissioning Health and Wellbeing activity and spend.</p> <p>As part of this transition the Council will become responsible for commissioning Sexual Health services which offers an opportunity to integrate sexual health services and to link services to the wider services including drugs and alcohol for particular target groups such as the wider services such as young people, vulnerable adults and other groups at risk of sexual ill health.</p> <p>The current Programme Management approach supporting the transition has identified a number of opportunities linked to planned</p>

tenders of services prior to the transition. In addition the workforce profiling pre the transition has also identified potential opportunities to streamline functions and move towards generic posts, which in turn will release savings and deliver more streamlined service for customers.

Public Health in Trafford, as a result of its integration with the Council, will serve as a powerful vehicle to reduce duplication by integrating its functions with local government and in collaboration with other parts of the system. There are opportunities to align this resource with the Public Health Function to avoid duplication and maximise impact, these will include:

- Research and intelligence
- Health policy
- Environmental health
- Trading standards
- Workplace health
- Emergency planning and response

The Council will become responsible for commissioning comprehensive open-access accessible and confidential contraception and sexually transmitted infection testing and treatment services, for the benefit of people of all ages living in the borough.

The transfer of these services offers great opportunities to integrate sexual health services and to link services to the wider services including drugs and alcohol for particular target groups such as young people, vulnerable adults and other groups at risk of sexual ill health.

9	What factors could contribute or detract from achieving these outcomes for service users?	If any high/medium negative impacts associated with the proposal cannot be mitigated.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	A collaborative approach to the commissioning of public health services will be developed in conjunction with the shadow Clinical Commissioning Group.

C. Data Collection

1	What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	Adult social care's IT system and reporting process provides extensive monitoring data
2	Please specify monitoring information you have available and attach relevant information*	NA
3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	NA

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

D. Consultation & Involvement

1	Are you using information from any previous consultations and/or local/national consultations, research or	
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	practical guidance that will assist you in completing this EIA?	
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	A robust consultation process has been undertaken incorporating easy read documentation and support from partner organisations Individual meetings have been held with the service providers and other stakeholders
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	Appropriate communication methods have been be used.

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (please specify if High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;	x			The Public Health proposal will have a positive impact on all gender groups in

				Trafford as a result of its integration with the Council. Women may particularly benefit from improvements in the comprehensive accessible and confidential contraception and sexually transmitted infection testing and treatment services
Pregnant women & women on maternity leave	x			Pregnant women or those on maternity leave may particularly benefit from improvements in the comprehensive accessible and confidential contraception and sexually transmitted infection testing and treatment services
Gender Reassignment	x			
Marriage & Civil Partnership	x			
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)	x			
Disability – physical, sensory & mental impairments	x			
Age Group - specify eg; older, younger etc)	x			Younger people may particularly benefit from the improvements in the

				sexual health and contraception services that will result from greater integration with Council services
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people	x			
Religious/Faith groups (specify)	x			

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

F. Could you minimise or remove any negative potential impact? If yes, explain how.	
Race:	
Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	An internal project group has been established to manage risks in relation to the market and the proposed review. There is strong commissioning expertise, knowledge and experience in the Council.
Disability:	.
Age:	
Sexual Orientation:	
Religious/Faith groups:	
Also consider the following:	

1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?	N/A
2	Could the policy have an adverse impact on relations between different groups?	N/A
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?	N/A

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Links to other Plans eg; Sustainable Community Strategy, Corporate Plan, Business Plan,	Progress milestones	Progress
If the proposal goes ahead a comprehensive commissioning programme should be developed with Trafford Citizens and other	Commissioning programme developed	March 14	Jenny Holt		Commissioning Programme in place	

stakeholders to ensure the positive benefits resulting from integration are fully realised						

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed
Lead Officer
Date

Signed
Service Head
Date