

Equality Impact Assessment

Details of the assessment	
Name of Function/Policy/ Service being assessed	Sevenoaks District Health Inequalities Action Plan
Date of assessment	Commenced: 14 October 2014 Completed: Continuous
Directorate & Service	Communities & Business Team
Policy Owner	Lesley Bowles
Name of Officer(s) carrying out assessment:	Hayley Brooks

Step 1 Initial Screening for:		
<ul style="list-style-type: none"> New/revised policies/strategies policy decisions considering partnership working arrangements procurement/commissioning activities (For assessments identified within the Equality Impact Assessment Timetable please go straight to Step 2).		
Key Questions	Answers/Notes	
1	What are you looking to achieve in this activity? To reduce health inequalities in the Sevenoaks District by reducing the gap in health status between the richest and poorest communities, through effective partnership working with key agencies, the voluntary sector and local residents	
2	Who in the main will benefit? A range of identified local people with specific health needs including older people, people living in areas of deprivation and vulnerable residents.	
3	Does the activity have the potential to cause adverse impact or discriminate against different groups in the community?	
	Yes <input type="checkbox"/>	Please explain:
	No <input checked="" type="checkbox"/>	Please explain: The Action Plan sets out actions that target those groups who are most at risk from health inequalities. Note: if the answer is 'yes' then a full equality impact assessment is required – see step 2.
4	Does the activity have potential to make a positive contribution to equalities?	
	Yes <input checked="" type="checkbox"/>	Please explain: The Action Plan sets out actions that targets those groups who are most at risk from health inequalities.
	No <input type="checkbox"/>	Please explain: Note: if the answer is 'yes' then a full equality impact assessment is required – see step 2.

Where the screening has identified the need for a full impact assessment, this must:

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- be commenced during the drafting stages of a new policy/strategy and fully completed following any consultation period before submitting for committee approval
- carried out before any policy decision is taken
- completed in the planning stages of any procurement exercise

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	Key Questions	Answers/Notes	
Step 2	Scoping the assessment		
1.	What is the overall aim, or purpose of the function/ policy/service?	To reduce health inequalities in the Sevenoaks District by reducing the gap in health status between the richest and poorest communities, through effective partnership working with key agencies, the voluntary sector and local residents	
2.	What outcomes do you want to achieve with this function/ policy/service and for whom?	Improvements in health inequalities across the Sevenoaks District.	
3.	Who will be affected?	A range of identified local people with specific health needs including older people, people living in areas of deprivation and vulnerable residents.	
4.	Who defines or defined the function/service/ policy?	Sevenoaks District Council, Kent County Council, Clinical Commissioning Groups, Local Health & Wellbeing Boards, Acute Services.	
5.	Who implements the function/service/policy?	Relevant SDC officers Sevenoaks District Council in partnership with Kent County Council, Clinical Commissioning Groups, Local Health & Wellbeing Boards, Acute Services	
6.	How do the outcomes of the function/service/policy meet or hinder other policies, values or objectives of the public authority (if applicable)?	Please indicate which of the Councils core values / promises (as set out in the Vision) these outcomes relate to:	
		We will provide value for money	
		We will work in partnership to keep the District of Sevenoaks safe	
		We will continue to collect rubbish efficiently and effectively	
		We Will protect the Green Belt	
		We will support and develop the local economy	X
		Fairness	X
		Integrity	
Quality			
7.	What factors could contribute or detract from the outcomes identified earlier?	Contributes: <ul style="list-style-type: none"> • Effective partnership working between health providers, GPs and local authorities. • Joint press releases and cross-media promotion. 	

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	Key Questions	Answers/Notes
		Detracts: <ul style="list-style-type: none"> • Funding changes may occur due to changes in Government Public Health functions and/or KCC commissioning arrangements.
Step 3 Consideration of data and information		
8.	What do you already know about who uses this function/service/ policy?	Quarterly monitoring
9.	Has any consultation with service users already taken place on the function/service/ policy and if so what were the key findings?	<ul style="list-style-type: none"> • Consultation through the Council's Community Plan has highlighted issues for local residents as follows: <ul style="list-style-type: none"> ○ Not all groups have equal access to services, facilities and opportunities ○ Transport to local health facilities is an issue for many people who do not drive particularly in rural areas. ○ Residents were concerned to make sure that the health needs of children and young people were taken in to account ○ Access improvements are needed to health advice and information including advice about drug and alcohol misuse. ○ Local residents also told us that it is important to maintain access to the District's leisure facilities, open spaces and countryside to provide healthy lifestyle activities.
10.	What, if any, additional information is needed to assess the impact of the function/service/policy?	Quarterly monitoring will assess the impact of the Action plan.
11.	How do you propose to gather the additional information?	Quarterly monitoring.
Step 4 Assessing the Impact		
12.	Based on what information you already know, in relation to each of the following groups consider whether a) there is anything in the function/service/policy that could discriminate or put anyone at a disadvantage b) for an existing function/service/policy, how it is actually working in practice for each group	

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Key Questions		Answers/Notes	
a.	Equality groups	Age	Health interventions are open to residents in targeted wards, regardless of their age.
b.		Disability	Health interventions are open to residents in targeted wards, including those with disabilities.
c.		Carers	Health interventions are open to residents in targeted wards, regardless of their status as carers
d.		Gender	Health interventions are open to residents in targeted wards, regardless of their gender
e.		Race	Health interventions are open to residents in targeted wards, regardless of their race
f.		Religion/Belief	Health interventions are open to residents in targeted wards, regardless of their religion/belief
g.		Sexual Orientation	Health interventions are open to residents in targeted wards, regardless of their sexual orientation
h.		Marital / Civil Partnership status	Health interventions are open to residents in targeted wards, regardless of their partnership status
i.		Pregnancy and maternity	Health interventions are open to residents in targeted wards.
j.		Gender reassignment	Health interventions are open to residents in targeted wards, regardless of gender reassignment
k.		General <i>i.e</i> affecting all of the above /other <i>e.g.</i> socio-economic	Health interventions are targeted at those wards where health inequalities are greatest.
Step 5 Reviewing and scrutinising the Impact			
13.	Have you identified any differential impact and does this adversely affect any groups in the community?	No. We continue to target people and locations identified in most need of health interventions to reduce health inequalities. We do not envisage an adverse impact at this stage. If external funding ceases or reduces, there would be an adverse impact and will would need to review the delivery.	
14.	Can we make any changes?	No	
15.	If there is nothing you can do, can the reasons be fairly	N/A	

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	Key Questions	Answers/Notes
	justified?	
16.	Do any of the changes in relation to the adverse impact have a further adverse affect on any other group?	N/A

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Step 5 continued...	Actions to be inserted into Equality Action Plans			
Based on your answers in Step 5, please finalise your actions here. These actions will then be incorporated into our equality action plans.				
Equality Strand	Action	Outcome/monitoring information and targets	Date for Completion	Responsible Officer
If an adverse impact was found or unmet needs identified, which actions will you put in place to address this:				
If the impact is still unclear, list the actions you will put in place to gather the information you need:				
If you did not find any evidence of unmet needs or adverse impact, list the actions you will put in place to maintain good practice:				

Step 6 Decision making and future monitoring		
	Key questions	Answers / notes
17.	Which decision making process do these changes need to go through i.e. do they need to be approved by a committee/Council?	Discussion with Chief Officer initially
18.	How will you continue to monitor the impact of the function/service/ policy on diverse groups?	Recommendations will result from the next evaluation.
19.	When will you review this equality impact assessment?	October 2014

Final steps
<p>For an existing function/service/policy:</p> <ul style="list-style-type: none"> ▪ Submit the EqIA to your Departmental Management Team for approval. ▪ Send your assessment to the West Kent Equalities Officer for publication on the website. ▪ Update Covalent. <p>For a new function/service/ policy:</p> <ul style="list-style-type: none"> ▪ Summarise your findings in the committee report. ▪ Ensure planned consultations address the findings of the impact assessment.