

# Addressing Inequalities

**Equality Impact Assessment**  
**Public Value Review: Adult mental health services, February 9th 2012**

## Surrey County Council Equality Impact Assessment Template

### Stage one – initial screening

What is being assessed?	Public Value Review (PVR): Adult mental health services
Service	Commissioning
Name of assessor/s	Jane Bremner, Donal Hegarty (for initial screening)
Head of service	Anne Butler
Date	9 <sup>th</sup> February 2012
Is this a new or existing function or policy?	New

**Write a brief description of your service, policy or function. It is important to focus on the service or policy the project aims to review or improve.**

On the 14<sup>th</sup> July 2009, as part of its consideration of the paper *Leading the Way: changing the way we do business*, the Cabinet agreed to undertake a three-year programme of Public Value Reviews to look at all services/functions provided by the Council.

All Public Value Reviews share a primary objective, which reflects the Council's ambition to move from being a one star to world-class authority, by '*delivering improved outcomes and value for money for the residents of Surrey*'. The outcomes are expected to be services that place the Council in the top 25% of local authorities for performance and the lowest 25% for unit costs. Two specific outputs from each Review are a zero based budget and ensuring robust quality assurance systems are in place.

**Aims:**

- Deliver improved outcomes and value for money for the residents of Surrey by reviewing services for adults with mental health needs
- Enable Adult Social Care and its strategic partners to commission, provide and deliver world-class services for adults in Surrey with mental health needs

**Objectives:**

The PVR will culminate with the production commissioning recommendations for mental health services. The review will examine the following objectives:

- A robust analysis of the full costs of services provided or commissioned

for adult mental health services in Surrey. This will be used to inform subsequent analysis and become the determinant of value for money. Service costs will be compared with another local authority of comparable size and population as Surrey.

- The introduction of personalisation in mental health and substance misuse services
- The accommodation pathways for people with mental health needs and the shift from residential to supported living options in the community
- The population needs analysis of people with mental health problems identifying gaps in services in the 11 Districts/Boroughs
- Develop clear pathways with Child and Adolescent Mental Health Services (CAMHS) and older adult mental health and dementia services
- Relationship between primary care mental health services (Improving Access to Psychological Therapies (IAPT) services) and secondary care mental health recovery services
- Partnership working with Safeguarding and Quality Assurance Team within Adult Social Care to
  - Assess the adequacy of related quality assurance system(s) and where appropriate make recommendations for improvement.
  - Design and implement an outcome framework to support the effective commissioning of services for adult mental health
- The role of public health in terms of health promotion and tackling stigma for people with mental health needs.

**Service summary:**

The services adults with mental health needs receive directly or indirectly from Surrey County Council and its strategic partners are:

- Residential and nursing home placements delivered by housing associations or independent providers
- Supported living services delivered by housing associations or independent providers
- Care co-ordinator and social care support delivered through Surrey & Borders Partnership NHS Foundation Trust by County Council staff.
- Carer liaison services delivered through Surrey & Borders Partnership NHS Foundation Trust by Surrey County Council staff
- Range of third sector community connections services commissioned by Surrey County Council.
- Employment advisor service commissioned by NHS Surrey
- Advocacy services commissioned jointly by Surrey County Council and NHS Surrey
- Housing support services commissioned by Surrey County Council
- Support Time Recovery (STR) delivered by Surrey & Borders Partnership NHS Foundation Trust by County Council employees

- Approved mental health professional services delivered by Surrey & Borders Partnership Trust by County Council employees
- Primary care mental health delivered through personal care and support (only social care services)
- Primary care mental health services delivered through IAPT services commissioned by NHS Surrey.

Frontline services are provided in the main through Surrey & Borders Partnership NHS Foundation Trust which is a secondary mental health service. Personal care and support provides primary social care mental health services and IAPTs provide primary mental health services commissioned by NHS Surrey.

Surrey County Council employ 208.34 social care staff who work in partnership with Surrey & Borders Partnership NHS Foundation Trust delivering an integrated health and social care service. Services include:

- Community mental health recovery teams (CMHRTs)
- Assertive Outreach Teams
- Early Intervention in Psychosis Teams
- Home Treatments Teams
- Forensic Services

The 11 Community Mental Health Recovery Teams (CMHRTs) are modelled on the 11 Districts and Boroughs with 2 Home Treatment Teams, 2 Assertive Outreach Teams covering the county; one East and one West. The Forensic Team is countywide.

**Indicate for each equality group whether there may be a positive impact, negative impact, or no impact.**

<b>Equality Group</b>	<b>Positive</b>	<b>Negative</b>	<b>No impact</b>	<b>Reason</b>
<b>Age</b>	<b>x</b>	<b>x</b>		The adult mental health public value review has the potential to impact across all minority strands in a positive and negative manner. Whilst personalisation and choice should impact in a positive way on people who use the services, the examination of other adult mental health services and subsequent recommendations could

## Appendix B

				impact on each equality group in a positive or negative manner.
<b>Gender Reassignment</b>	<b>x</b>	<b>x</b>		As above
<b>Disability</b>	<b>x</b>	<b>x</b>		As above
<b>Sex</b>	<b>x</b>	<b>x</b>		As above
<b>Religion and belief</b>	<b>x</b>	<b>x</b>		As above
<b>Pregnancy and maternity</b>	<b>x</b>	<b>x</b>		As above
<b>Race</b>	<b>x</b>	<b>x</b>		As above
<b>Sexual orientation</b>	<b>x</b>	<b>x</b>		As above
<b>Carers</b>	<b>x</b>	<b>x</b>		As above
<b>Other equality issues – please state</b>				None have arisen thus far.
<b>HR and workforce issues</b>				None have arisen thus far.
<b>Human Rights implications if relevant</b>				None have arisen thus far.

**If you find a negative impact on any equality group you will need to complete stage one and move on to stage two and carry out a full EIA.**

**A full EIA will also need to be carried out if this is a high profile or major policy that will either effect many people or have a severe effect on some people.**

<b>Is a full EIA required?</b>	<b>Yes (go to stage two) x</b>	<b>No</b>
<b>If no briefly summarise reasons why you have reached this conclusion, the evidence for this and the nature of any stakeholder verification of your conclusion.</b>		

A full EIA is required; this will be informed by the analysis of needs and subsequent draft recommendations of the Public Value Review. It is anticipated this will be in summer 2012.

**Briefly describe any positive impacts identified that have resulted in improved access or services**

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**For screenings only:**

<b>Review date</b>	
<b>Person responsible for review</b>	
<b>Head of Service signed off</b>	
<b>Date completed</b>	

- Signed off electronic version to be kept in your team for review
- Electronic copy to be forwarded to Equality and Diversity Manager for publishing

**Stage 2 – Full Equality Impact Assessment - please refer to [equality impact assessment](#) guidance available on Snet**

**Introduction and background**

**Using the information from your screening please describe your service or function. This should include:**

- The aims and scope of the EIA
- The main beneficiaries or users
- The main equality, accessibility, social exclusion issues and barriers, and the equality groups they relate to (not all assessments will encounter issues relating to every strand)

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**Now describe how this fits into 'the bigger picture' including other council or local plans and priorities.**

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**Evidence gathering and fact-finding**

**What evidence is available to support your views above? Please include a summary of the available evidence including identifying where there are gaps to be included in the action plan.**

**Remember to consider accessibility alongside the equality groups**

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Sources of evidence may include:

- Service monitoring reports including equality monitoring data
- User feedback
- Population data – census, Mosaic
- Complaints data
- Published research, local or national.
- Feedback from consultations and focus groups
- Feedback from individuals or organisations representing the interests of key target groups
- Evidence from partner organisations, other council departments, district or borough councils and other local authorities

**How have stakeholders been involved in this assessment? Who are they, and what is their view?**

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**Analysis and assessment**

**Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both? (Refer to the EIA guidance for full list of issues to consider when making your analysis)**

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**What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified, and is it lawful?**

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**Where there are positive impacts, what changes have been or will be made, who are the beneficiaries and how have they benefited?**

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**Recommendations**

Please summarise the main recommendations arising from the assessment. If it is impossible to diminish negative impacts to an acceptable or even lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.

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**Action Plan – actions needed to implement the EIA recommendations**

Issue	Action	Expected outcome	Who	Deadline for action

- Actions should have SMART Targets
- Actions should be reported to the Directorate Equality Group (DEG) and incorporated into the Equality and Diversity Action Plan, Service Plans and/or personal objectives of key staff.

Review date	
Person responsible for review	
Head of Service signed off	
Date completed	
Date forwarded to EIA coordinator for publishing	

- Signed off electronic version to be kept in your team for review

- **Electronic copy to be forwarded to your service EIA coordinator to forward for publishing on the external website**

### **EIA publishing checklist**

- Plain English – will your EIA make sense to the public?
- Acronyms – check that you have explained any specialist names or terminology
- Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?
- Stakeholders and verification – have you included a range of views and perspectives to back up your analysis?
- Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?
- Legal framework – have you identified any potential discrimination and included actions to address it?
- Success stories – have you included any positive impacts that have resulted in change for the better?
- Action plan – is your action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?
- Review – have you included a review date and a named person to carry it out?
- Challenge – has your EIA been taken to your DEG for challenge
- Signing off – has your Head of Service signed off your EIA?
- Basics – have you signed and dated your EIA and named it for publishing?