



Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2018/2019 / Quarter 2
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Healthwatch - existing</p> <p>Short summary: Recommissioning Healthwatch provision as present contract coming to an end</p> <p>(The process will impact on commissioned staff, with TUPE implications which will have to be managed by contractors involved, including their assessment of equalities at the time of contract award)</p>
Lead Officer	<p>Name: Joanna McCormick</p> <p>Position: Strategic Lead</p> <p>Email: Joanna.mccormick@lbhf.gov.uk</p> <p>Telephone No: 0208 753 2486</p>
Date of completion of final EIA	20 / 09 / 2018

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: September/October 2018</p> <p>Resources: PSR</p>
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.</p>

Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
Age	Service is a consumer champion for all users of health and social care. JSNA and Health and wellbeing strategy highlights range of analysis of population and health and wellbeing outcomes which the new specification will seek the service to draw upon as an evidence base to underpin its work to champion the views of local residents. Present provider has focussed on engaging more young people in last year in projects, as members and volunteers. New specification picks up need for this to continue in future work programme.	Neutral/ positive
Disability	Service is a consumer champion for all users of health and social care services. Borough profile, health and wellbeing strategy and disability commission highlight range of analysis of population and health and wellbeing outcomes which the new specification will seek the service to draw upon as an evidence base to underpin its work to champion the views of local residents. New service specification places greater emphasis on working with people with disabilities to develop projects and also as volunteers and members of the new body	Neutral/ positive
Gender reassignment	Service is a consumer champion for all users of health and social care services. JSNA and Health and wellbeing strategy highlights range of analysis of population and health and wellbeing outcomes which the new specification will seek the service to draw upon as an evidence base to underpin its work to champion the views of local residents. Work programmes will also pick up on any potential adverse impact of present health and care provision highlighted through feedback.	Neutral/ positive
Marriage and Civil Partnership	Service is a consumer champion for all users of health and care services. JSNA and Health and wellbeing strategy highlights range of analysis of population and health and wellbeing outcomes which the new specification seeks the service to draw upon as an evidence base to underpin its work to champion the views of H&F residents. Work programme also picks up any potential adverse impact of present health and care provision highlighted through feedback.	Neutral/ positive
Pregnancy and maternity	Service is a consumer champion for all users of health and social care services. JSNA and Health and wellbeing strategy highlights range of analysis of	Neutral/ positive

	population and health and wellbeing outcomes which the new specification seeks the service to draw upon as an evidence base to underpin its work to champion the views of local residents. Work programmes will also pick up on any potential adverse impact of present health and care provision highlighted through feedback. Early support and Maternity services included in range of health and care services which the body acts as a consumer champion for. Specification will highlight need for watching brief on these.	
Race	Service is a consumer champion for all users of health and care services. JSNA and Health and wellbeing strategy highlights range of analysis of population and health and wellbeing outcomes which the new specification seeks the service to draw upon as an evidence base to underpin its work to champion the views of local residents. Work programmes will also pick up on any potential adverse impact of present health and care provision highlighted through feedback. New specification includes requirement for work to reach a wide range of volunteers and members reflecting the population make up. Work programme also picks up any potential adverse impact of present health and care provision highlighted through feedback.	Neutral/ positive
Religion/belief (including non-belief)	Service is a consumer champion for all users of health and social care services. Quality of acute health provision includes a requirement for understanding of wider and health and wellbeing including spiritual care needs. Quality of social care provision includes a knowledge and understanding of communities and families within which many residents ensure independence and/or home-based support.	Neutral/ positive
Sex	Service is a consumer champion for all users of health and social care services. specification includes requirement for work to reach a wide range of volunteers and members reflecting the population make up. JSNA and Health and wellbeing strategy highlights range of analysis of population and health and wellbeing outcomes which the new specification seeks the service to draw upon as an evidence base to underpin its work to champion the views of local residents. Work programmes will also pick up on any potential adverse impact of present health and care provision highlighted through feedback.	Neutral/ positive
Sexual Orientation	Service is a consumer champion for all users of health and social care. New specification highlights the latest LGBT survey findings and need to draw on	Neutral/ positive

	<p>these in work it undertakes. Specification includes requirement for work to reach a wide range of volunteers and members reflecting the population make up. Work programme also picks up any potential adverse impact of present health and care provision highlighted through feedback.</p> <p>Human Rights or Children's Rights Will it affect Human Rights, as defined by the Human Rights Act 1998? No Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>	
Section 03	Analysis of relevant data	
Documents and data reviewed	<p>Core data and information will be drawn upon in finalising the specification for the service and required as the evidence base on which the body draws to shape its work to champion quality services. This will include:</p> <ul style="list-style-type: none"> • Healthwatch Reports including Annual, enter and view, topic analysis, resident feedback, membership committee minutes and feedback • Health and Wellbeing Board minutes • Policy and Accountability Committee reports • JSNA and Health and Well Being Strategy, Borough Profile • CQC Assessments of provision in borough • CCG Board Meeting Minutes • NHS Digital Datasets on performance and need 	
New research	If new research is required, please complete this section	
Section 04	Consultation	
Consultation	<p>Details of consultation findings (if consultation is required. If not, please move to section 06)</p> <p>As a consumer champion the Healthwatch body commissioned will engage and consult users of health and social care services, their families, carers and the wider community enabling better ongoing effective engagement with any possible adverse impact for people with protected characteristics accessing health and social care services in H&F.</p>	

Analysis of consultation outcomes	Analysis of feedback, consultation and key information will inform ongoing work programme and interventions made by the Healthwatch body
Section 05	Analysis of impact and outcomes
Analysis	N/A

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<p>Whilst no direct adverse impacts have been identified, the commissioning of the service will need to have a specification which includes requirement for:</p> <ol style="list-style-type: none"> 1. Use of evidence based on present health and social outcomes in the borough by protected characteristic 2. Work to build membership reflective of the population 3. Increase in volunteers involved reflective of the population 4. Greater use of coproduction approaches by and recommendations highlighting their benefits from Healthwatch 5. Recognition of the equality implications of changes occurring in health and social care and reference to potential adverse impact highlighted in the work of the body where identified

Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan
	Ensure no adverse impact is maintained through design of service in specification	Specification finalised with inclusion of points in section 6	Before tendering	Joanna McCormick	Provision supports continued identification and mitigation of any potential adverse impact of	September 2018

					changes to health and social care services	
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Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	Name: Lisa Redfern Position: Director of Social Care and Public Services Reform Email: lisa.redfern@lbhf.gov.uk Telephone No: 07887 628 132
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: XX / 02 /19 Key equalities issues have been included: Yes
Equalities Lead (where involved)	Name: Peter Smith Position: Head of Policy and Strategy Date advice / guidance given: Email: peter.smith@lbhf.gov.uk Telephone No: 0208 753 2206