

## H&F Equality Impact Analysis Tool

### Conducting an Equality Impact Analysis

An EIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool is informed by the [public sector equality duty](#) which came into force in April 2011. The duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against these three tenets.

## General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

## H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2024/25 / Q4
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Procurement of Hammersmith &amp; Fulham's sexual health e-service offer</p> <p>Short summary:</p> <p>This report seeks approval for Hammersmith &amp; Fulham Council's ongoing participation in the pan-London sexual health programme, London sexual health and contraceptive online service. This service is a mandated function under the Health and Social Care Act (2012), which requires each local authority to provide, or secure the provision of, open access sexual health services in its area including: access to all types of contraception, preventing the spread of sexually transmitted infections (STIs); treating, testing and caring for people with STIs and partner notification.</p> <p>Hosted by SHL.UK, this is a London wide remote contraception and STI, HIV and blood borne virus testing and results management service, for sexually active individuals aged 16 years and over. This 'e-service' will soon begin re-procurement via the Lead Authority, City of London Corporation, with contract award by August 2026. Hammersmith &amp; Fulham Council is a participating authority in this arrangement.</p>
Lead Officer	<p>Name: Craig Holden</p> <p>Position: Senior Lead, Adult Public Health</p> <p>Email: <a href="mailto:craig.holden@lbhf.gov.uk">craig.holden@lbhf.gov.uk</a></p> <p>Telephone No: 07795127385</p>
Date of completion of final EIA	27 / 03 / 2025

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: 2024-25</p> <p>Resources: Public Health Commissioners</p>

**Analyse the impact of the policy, strategy, function, project, activity, or programme**

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.

Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
Age	<p>The service will be procured for all adults and young people aged 16 years and older resident in the borough to use. Hammersmith &amp; Fulham has a younger than average population compared to the rest of the country, and young people are more likely to be diagnosed with an STI. In 2023, 44 per cent of diagnoses of new STIs in H&amp;F residents made in SRH services were in people aged 25-to-34-years-old, 27 per cent of diagnoses were in young people aged 15-to-24-years-old. Young people are also more likely to become re-infected with STIs, as a result of high risk-taking sexual behaviours, such as unprotected sex without a condom.</p> <p>Data from the online sexual health e-service has shown that the service has had greatest uptake amongst young people in Hammersmith &amp; Fulham. Over 60,000 STI tests were ordered between 2018 and 2024 by residents aged 25-35 years old, accounting for 80 per cent of all STI tests ordered online by Hammersmith &amp; Fulham residents. The service will be expected to continue to deliver open access STI testing for all residents, with a standalone clinical pathway to be developed for chlamydia testing and treatment for under 25 year olds.</p>	Positive
Disability	In 2021, 12.5% of Hammersmith & Fulham residents reported to have a long-term health problem or disability. The online SRH e-services will be expected to continue to deliver a good quality inclusive service that is accessible to all Disabled Hammersmith & Fulham residents. The e-service will also ensure referral pathways are in place for users with needs that can be addressed by sexual health clinics.	Positive
Gender reassignment	Trans and non-binary people are often the most vulnerable in terms of access and/or at greatest risk of poor sexual health outcomes. 2021 Census data estimated the proportion of people in the borough aged 16 years and over whose gender identity was different from their sex at birth was 0.7 per cent. This	Positive

		was comparable (approximately 1%) to the proportion of individuals who took up online testing between 2018 and 2024 who identified with a gender identity different from their sex at birth. The online e-service will be expected to continue to deliver competent and inclusive services to service users in the process of, contemplating or who have undergone gender reassignment.	
	Marriage and Civil Partnership	There are no identified impacts for marriage and civil partnerships	Neutral
	Pregnancy and maternity	<p>Under-18 conception rates in the borough have dropped significantly in the last twenty years. In 2021, the conception rate for under 18s in Hammersmith &amp; Fulham was 5.4 per 1,000, significantly lower than the rate for London (9.5 per 1,000) and England (13.1 per 1,000). Abortion rates have remained relatively stable in the last five years in Hammersmith &amp; Fulham, with a total abortion rate of 21.1 per 1,000 in 2021. However, this was higher than the national average (19.2 per 1,000).</p> <p>The online e-service aims to support individuals to have control over their reproductive health and will ensure all women resident to Hammersmith &amp; Fulham have easy access to a range of contraception, including routine and emergency short acting hormonal contraception. The provider will be expected to continue to assess service user possibility of pregnancy as part of the initial triage into e-services for STI testing and contraception.</p>	Positive
	Race	<p>Hammersmith &amp; Fulham is an ethnically diverse borough. 63% of residents identify with White ethnic groups, compared to 81% in England. Black and Minority Ethnic populations have been shown to be disproportionately affected by poor sexual and reproductive health, and thus the needs of Black Asian Multi Ethnic communities are a service priority. In 2022, STI diagnostic rates were highest among Hammersmith &amp; Fulham resident of Black, Mixed and Other ethnicity. There is also over representation of new STI and HIV diagnoses amongst individuals of Black and Other ethnicity compared to the local population in Hammersmith &amp; Fulham.</p> <p>The service will be expected to tackle inequalities in sexual and reproductive health outcomes faced by Black and Minority Ethnic groups and ensure equality</p>	Positive

		of access to the online service for all residents, through inclusive marketing and promotional activities for the service.	
	Religion/belief (including non-belief)	There are no identified impacts for religion/belief. The service will be expected to continue to support residents to practice their religion/beliefs.	Neutral
	Sex	Hammersmith & Fulham has a slightly larger female population, with 53% being female and 47% male. Between 2018 and 2024, 58% of all kits ordered by service users in Hammersmith & Fulham were female, and 41% per cent were male. As highlighted in the UK Government's Women's Health Strategy <sup>1</sup> , women spend a significantly greater proportion of their lives in ill health and disability when compared to men. The service will continue to offer all residents open access to STI testing, with the addition of Trichomonas Vaginalis (TV) testing and treatment for symptomatic females, as well as a comprehensive range of contraception.	Positive
	Sexual Orientation	<p>Gay, bisexual and other men who have sex with men (GBMSM) accounted for 42 per cent of all new STI diagnoses in Hammersmith &amp; Fulham residents in 2022. Gay and bisexual men make up less than 5% of the Hammersmith &amp; Fulham population (from the estimated proportion of gay/lesbian and bisexual men and women), which suggests this group have a high burden of disease. In 2023, the majority of syphilis and gonorrhoea diagnoses in Hammersmith &amp; Fulham residents were for gay men, accounting for 75 per cent and 63 per cent respectively.</p> <p>The service will be expected to continue to ensure equality of access for all residents. The service will be expected to address health inequalities by prioritising resources based on need in accordance with the UKHSA STI prioritisation Framework<sup>2</sup>.</p>	Positive
	Care Experienced as a Protected Characteristic	There are no identified impacts for Care Experienced people.	Neutral

<sup>1</sup> Department of Health and Social Care, 'Women's Health Strategy for England', 2022. Available: [Women's Health Strategy for England - GOV.UK](#)

<sup>2</sup> UK Health Security Agency, "STI Prioritisation Framework", 2024. Available: [STI Prioritisation Framework - GOV.UK](#)

	<b>Human Rights or Children's Rights</b> If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice		
	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		

<b>Section 03</b>	<b>Analysis of relevant data</b> Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
<b>Documents and data reviewed</b>	A full Sexual and Reproductive Health Needs Assessment has been undertaken by Public Health in support of this procurement. This has included analysis of data from a range of specialist resources, including UKHSA Sexual and Reproductive Health Profiles <sup>3</sup> , Summary Profile of Local Authority Sexual Health (SPLASH) report, GUMCAD STI Surveillance System <sup>4</sup> , and Sexual and Reproductive Health Activity Data Set (SRHAD) collection <sup>5</sup> .
<b>New research</b>	If new research is required, please complete this section

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	Details of consultation findings (if consultation is required. If not, please move to section 06) – n/a
<b>Analysis of consultation outcomes</b>	

<sup>3</sup> Department of Health and Social Care, "Sexual and Reproductive Health Profiles", 2024. Available: [Sexual and Reproductive Health Profiles | Fingertips | Department of Health and Social Care](#)

<sup>4</sup> UK Health Security Agency, "GUMCAD STI Surveillance System", 2024

<sup>5</sup> NHS Digital, "Sexual and Reproductive Health Activity Data Set (SRHAD) collection", 2024

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>					
<b>Analysis</b>	What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal, or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance) – n/a.					
<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>					
<b>Outcome of Analysis</b>	No adverse impacts are anticipated.					
<b>Section 07</b>	<b>Action Plan</b>					
<b>Action Plan</b>	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 department	Expected outcome	Date added to business/service plan
<b>Section 08</b>	<b>Agreement, publication and monitoring</b>					
<b>Senior Managers' sign-off</b>	Name: Dr Nicola Lang Position: Director of Public Health Email: nicola.lang@lbhf.gov.uk Telephone No: 07769 199 396 Considered at relevant DMT:					
<b>Key Decision Report (if relevant)</b>	Date of report to Cabinet/Cabinet Member: TBC Key equalities issues have been included: Yes					
<b>Equalities Advice (where involved)</b>	Name: Yvonne Okiyo Position: Strategies Lead Equity, Diversity and Inclusion Date advice / guidance given: 01.04.25 Email: Yvonne.Okiyo@lbhf.gov.uk Telephone No: 07824 836 012					