

Appendix 5

CHESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT FORM TEMPLATE

EQUALITY IMPACT ASSESSMENT

TITLE: All Age Mental Health Plan

VERSION CONTROL

Date	Version	Author	Description of Changes
18 August 2022	1	Mark Hughes	
19 April 2023	2	Mark Hughes	Updated following pre consultation

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CESHIRE EAST COUNCIL –EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding (about your policy / service /

Department	Commissioning Team		Lead officer responsible for assessment		Mark Hughes	
Service	People Services		Other members of team undertaking assessment		Keith Evans	
Date	19 April 2023		Version 4			
Type of document (mark as appropriate)	Plan	Plan	Function	Policy	Procedure	Service
		x				
Is this a new/ existing/ revision of an existing document (please mark as appropriate)	New		Existing		Revision	
	X				X	
Title and subject of the impact assessment (include a brief description of the aims, outcomes, operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the Plan/ plan/ function/ policy/ procedure/ service	<p>Partners in Cheshire East focusing on mental health, are working to develop a Mental Health Plan. Our plan will set out the vision and priorities for mental health in the coming years. We want these key parts of the Plan to be meaningful for people across Cheshire East.</p> <p>The Plan will guide the work that health and the local authority and our partners will do to improve mental health and wellbeing in Cheshire East This will include an overall shared vision, a set of key priorities, and how we will achieve these to improve people's mental health and wellbeing. It will also describe how we will measure the difference we're making.</p> <p>We want the Plan to focus on every part of what mental health and wellbeing means. This covers a range of areas, including:</p> <ul style="list-style-type: none"> • addressing the underlying reasons behind poor mental health; 					

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- helping to create the conditions for people to thrive;
- challenging the stigma around mental health, and;
- providing specialist help and support for mental illness.

We also want the Plan to guide how we provide support to everyone who has a role in improving and supporting people's mental health and wellbeing.

This ranges from those working in all health and social care settings, in our communities, schools, and prisons. We also recognise the invaluable support of volunteers and unpaid carers.

The development of the All Age Mental Health Plan will align to the following priorities within the Cheshire East Corporate Plan 2021-2025

- A commitment to protect the most vulnerable people in our communities
- Promote and develop the services of the council through regular communication and engagement with all residents
- Work together with residents and partners to support people and communities to be strong and resilient
- Increase opportunities for all children and young adults with additional needs
- Support all children to have the best start in life

The development of the Cheshire East All Age Mental Health Plan will be firmly aligned to the NHS Long Term Plan. It promotes a whole system approach to improve the mental health and wellbeing of individuals and their families, supported by integrated health and social care services, resilient communities, inclusive employers and services that maximise independence and choice.

<p>Who are the main stakeholders, and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)</p>	<p>Key Stakeholders</p> <p>As part of this process, we will undertake extensive engagement with children, young people and adults who use mental health services and those who may do so in the future.</p> <p>We will also engage with carers, services across the local authority, NHS and commissioned providers, voluntary and community groups and local forums to ensure that everyone has the opportunity to contribute to the Plan development.</p> <p>In terms of protected equality groups there will be engagement which will ensure we reach older people, BAME groups and people with a long-standing illness or disability, and young people.</p>	
<p>Consultation/ involvement carried out</p>		<p>A pre consultation has been carried out from August to October 2022 and also a follow up on the draft Plan shall be carried out in May-June 2023.</p>
<p>What consultation method(s) did you use?</p>	<p>In terms of the consultation methods this has included</p> <ul style="list-style-type: none"> - Surveys (including Easy Read) - Consultation Meetings (Virtual and Face to Face) - Meetings with existing Forums and User Groups - We will also use existing partnership boards to keep people informed of the process and allow wider engagement from carers and service users. 	

Stage 2 Initial Screening

<p>Who is affected and what evidence have you considered to arrive at this analysis? (This may or may not include the stakeholders listed above)</p>	<p>The development of a new Mental Health Plan may have an impact on existing mental health service providers, and service users and carers as they propose a change from the existing service models.</p> <p>There could also be a significant impact on staff from mental health services as well in terms of the location where services are delivered, level of support provided, and tasks related to the delivery of services.</p>
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<p>Who is intended to benefit and how</p>	<p>The proposed impact of the Mental Health Plan will ensure that services are designed around an individual rather than vice versa. By ensuring that this provision adopts a more personalised and flexible approach and lead to improved outcomes for individuals who access support. It is hoped that this will also lead to a more joined up approach between mental health service and also stronger links into other forms of community provision including that which is provided by the Voluntary, Community and Faith Sector.</p> <p>The Plan will ensure that people with protected characteristics and vulnerable groups, experience equitable access and services are more responsive to the needs of a diverse population.</p> <p>A key priority within the Plan will look at the best approach to tackling stigma and discrimination which will be a theme which runs through the document.</p>
<p>Could there be a different impact or outcome for some groups?</p>	<p>There could be impacts for some people who currently access mental health services in terms of the provision that they access changing which will be dependent on the review of their needs and outcomes. The buildings that services are currently delivered from could change as part of any service development and review. This could have impacts on both individuals and carers.</p>
<p>Does it include making decisions based on individual characteristics, needs or circumstances?</p>	<p>Yes there could potentially be decisions made on what type of services are provided for people with more complex needs to ensure that the services they receive deliver the support required.</p>
<p>Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)</p>	<p>Mental health problems have very high rates of prevalence; they are often of long duration, and have adverse effects on many areas of people’s lives, including educational performance, employment, income, personal relationships, and social participation. These problems are very often compounded by the stigma and discrimination and exclusion which is experienced by many people with mental health problems.</p> <p>As part of Plan, we will ensure that we promote the development of support which can meet a variety of individuals with different care needs and that people receive services that meet their needs and outcomes. We also want to ensure equity in terms of locations in the borough where services are located so that people in different locations have local services and opportunities to access.</p>

Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)?		We have held engagement and consultation events to ensure that the voice of all stakeholders is heard and that we enable us to ensure that we take on board any considerations around equality.					
Is there an actual or potential negative impact on these specific characteristics? (Please tick)							
Age	Y		Marriage & civil partnership		N	Religion & belief	N
Disability	Y		Pregnancy & maternity		N	Sex	N
Gender reassignment		N	Race		N	Sexual orientation	N
Carers		N	Socio Economic		N		

Stage 3 Evidence

What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts		Level of Risk (High, Medium or Low)
Age	Some older people may not have the opportunity to engage in this process due to transport and accessibility issues. There may also be issues with accessing virtual appointments/services that require technology. We have used MS Teams to ensure that people who have been unable to attend face to face meetings can be involved.	Low

Marriage & civil partnership	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Religion	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Disability	<p>Living with a disability may increase the chances of experiencing poor mental health and social isolation.</p> <p>To ensure that people with learning disabilities can access the consultation and we have issued an easy read survey document as part of the consultation.</p>	Low
Pregnancy & maternity	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Sex	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Gender Reassignment	No recording of gender reassignment takes place on the Council's social care record system as such data on this will be unavailable. However, there is no known element in these proposals which is likely to lead to discrimination of the basis of this protected characteristic	N/A
Race	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Sexual Orientation	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Carers	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A
Socio Economic	There is no evidence to suggest an impact on this protected characteristic. There will be the opportunity to feedback any impacts relating to this during the consultation process.	N/A

Stage 4 Mitigation

Protected characteristics	Mitigating action <i>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</i>	How will this be monitored?	Officer responsible	Target date
Age	Identify solutions to engage this group of people, working with other community groups and organisations that have the expertise and understanding regarding the needs of those over 65. We held meetings online to ensure that those who may struggle to attend face to face meetings were able to participate.	This will be undertaken throughout consultation and engagement process	Mark Hughes	August-October 2022
Marriage & civil partnership				
Religion				
Disability	Engage partner organisations that have the knowledge, relationships and expertise associated with a range of disabilities. Engage those with disabilities in the consultation process through virtual sessions and surveys.	This will be captured through the consultation and engagement process	Mark Hughes	August-October 2022
Pregnancy & maternity				

Sex				
Gender Reassignment				
Race				
Sexual Orientation				
Carers				
Socio Economic				

5. Review and Conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed

The Mental Health Plan seeks to enhance the support provided to individuals with mental health support needs of all ages. We seek to ensure through more integrated partnership working that we can enhance pathways and offer more support across communities in Cheshire East. There should be no change in service to provision to most people who use mental health services, but there does need to be a robust transition plan in place for those people who either want to change the services they access or those who are coming through transition from childrens services who may wish to access a wider range of options. Operational teams will be heavily involved in reviewing these people and we will also ensure that there will be no gap in service to any people affected.

Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date

Identification of possible people who use services who may be affected to be completed as a priority prior to consultation and Plan being implemented	Contracts Team / Operational Staff/ consultation, customer questionnaire, drop in sessions, face to face meetings/virtual meetings.	Senior Commissioning Manager Operational Heads of Service	May 2023
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?	April 2024		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		
Lead officer sign off	Mark Hughes	Date 19.04.23	<i>M Hughes</i>
Head of service sign off	Keith Evans	Date 20.4.23	K Evans

Please return to EDI Officer for publication once signed