

EQUALITY IMPACT ASSESSMENT

TITLE: Test, Trace, Contain and Enable Programme

VERSION CONTROL

Date	Version	Author	Description of Changes
22/06/20	0.1	Charlotte Shacklady	
01/07/20	0.2	Shelley Brough	Review and edit
27/07/20	0.3	Charlotte Shacklady	Review and Edit

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CHESHIRE EAST COUNCIL - EQUALITY IMPACT ASSESSMENT

Stage 1 Description: Fact finding

Department	People's Directorate		Matt Tyrer		Director of Public Health	
Service	Adult Health and Social Care – Public Health		Charlotte Shacklady Shelley Brough		Graduate Management Trainee Head of Integrated Commissioning	
Date			Version			
Type of document (mark as appropriate)	Strategy	Plan X	Function	Policy	Procedure	Service X
Is this a new/ existing/ revision of an existing document (please mark as appropriate)	New X		Existing		Revision	
<p>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)</p> <p>Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service</p>	<p>‘COVID-19 Test, Trace, Contain and Enable Programme’ and ‘Local Outbreak Plan’</p> <p>The Test, Trace, Contain and Enable Programme is a new initiative that has come about as a result of the COVID-19 global pandemic. National government has instructed each local council nationwide to formulate and construct a comprehensive local outbreak plan that involves the three pillars of testing, tracing and containing in relation to the novel coronavirus.</p> <p>Cheshire East Council has a statutory duty to protect the health and wellbeing of its residents; however we also want to ensure some form of return to normal life for the people of Cheshire East. In order to do this, a robust, reactive and well-planned track and trace service must be in place to avoid outbreaks which lead to sickness and in the worst case, death.</p> <p>Through this service we will reduce the health inequalities that would be apparent across the borough if no action were to be taken, as well as reduce the pressure on the NHS and save lives.</p> <p>This project will require high levels of labour capacity, monetary cost and may have longevity of over two years. However, this structure will provide the backbone to reopening the economy of Cheshire East, as well as allowing individuals to return to work, socialise and emerge from lockdown.</p> <p>The proposed implementation of this service to become operational is July/August 2020.</p>					

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	<p>The aims and objectives of this Programme are:</p> <ul style="list-style-type: none"> • To control, minimise or eliminate community transmission of COVID-19 by reducing the rate of infection and enable people to live a safer and more normal life; • To protect public health by identifying the source of the COVID-19 outbreak and implementing necessary control measures to prevent further spread; • Reduce or at least minimise the impact on inequalities of COVID-19; • Engage the population in an approach to help our communities (build trust and participation); • Minimise the impact on the economy and expedite recovery; • The identification of the capacity and workforce needed to implement a local Test and Trace programme in Cheshire East; • The development of an overarching 'Local Outbreak Control Plan' for Cheshire East. Outlining the key tasks and activities involved in responding to COVID-19 outbreaks in Cheshire East. Giving key considerations and outlining specific requirements needed for key settings where COVID-19 outbreaks may occur; • The implementation of a local 'Testing' strategy, which delivers a rapid, effective and responsive local system; • The implementation of effective, integrated 'Tracing' system to identify, alert and support those who need to self-isolate; • Establish a system to operate in a new way <ul style="list-style-type: none"> ○ Improve speed of response, ○ Improve coordination, ○ Focused on need, data and intelligence driven (build on local knowledge), outcome focused ○ Resilient not dependent. <p>Contain - Using data to target approaches to flare ups, at a local and national level. Enable - Improving knowledge of the virus to inform decisions on social and economic restrictions</p>
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Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents)	<p>This is a statutory service that is being provided upon instruction from national government in order to tackle the COVID-19 pandemic.</p> <p>Stakeholders include:- Local residents and communities, Councillors, other LAs, Public Health, Environmental Health, Public Health England (PHE), Care Homes, Schools, Vulnerable Groups (e.g. the homeless), CCG, GPs, Acute Hospital Trusts, Primary Care, local businesses, Highways and Infrastructure.</p>
What consultation method(s) did you use?	N/A

Stage 2 Initial Screening

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>Every individual in the borough will be affected by this programme as anyone is capable of contracting COVID-19.</p> <p>The most positively affected may include but is not limited to those who are older, in vulnerable settings or from the BAME community. We know this due to the collection of national data surrounding the death rates of these specific groups.</p>
Who is intended to benefit and how?	<p>This project will work by targeting hotspots for outbreaks and isolating individuals for the safety and protection of everyone in the borough, therefore, the Test and Trace Service will benefit all individuals in Cheshire East.</p> <p>Groups who may experience additional benefit include:</p> <ul style="list-style-type: none"> • The BAME community • Older individuals, specifically >65's • Those with underlying health conditions • Those in vulnerable settings such as care homes and hospitals. • Domestic abuse victims • Gypsy & Traveller • Homeless • Migrant workers • Refugees and asylum seekers • Student population • Sex workers • Substance users

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Could there be a different impact or outcome for some groups?	The programme aims to also protect those who are most vulnerable and at risk of COVID-19. Some of these groups are highlighted within the protected characteristics section below. The data for morbidity rates from COVID-19 show a disproportionate impact on those from the BAME community, older people, men and those who work in specific industries. This project aims to have a different outcome for these groups due to the decreased morbidity rates we hope to see in comparison to other groups who are not as affected.
Does it include making decisions based on individual characteristics, needs or circumstances?	Decisions will be made to target groups who are most vulnerable to COVID-19. The protected characteristics involved in this approach will be race (see appendix 1), gender and age (see appendix 2), as we know these groups to have the highest morbidity rates upon contraction of COVID-19. However, we will also focus on individuals who are in complex settings or have specific needs, such as in care homes, hospitals or supported living.
Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?)	<p>The programme is designed to help every resident of the borough and will prioritise hotspot areas for outbreaks which could involve any group or individual. Therefore, no group will be denied or offered extra opportunities as part of the test and track programme, although some groups may feel an additional benefit from the programme. This should not frustrate group relations or communities as the service offered is equal for all.</p> <p>However, this service will be deployed with a particular focus on people from a number of protected characteristic groups. This in turn will therefore yield positive impacts and no clear potential negative impacts on any particular group. Despite this, we must ensure that this targeted approach is handled and managed carefully and sensitively, otherwise we could have the opposite effect with our efforts.</p> <p>For instance, members of BAME groups could feel that they are being targeted or blamed in particular for the spread of infections. Moreover, if local communities “see” a lot of Test & Trace activity in neighbourhoods with larger concentrations of BAME groups, then this could lead to community tension.</p> <p>It is therefore envisaged that representation groups of these protected characteristics will be consulted and their advice sought regarding how deployment will be best rolled out to avoid the above.</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)?	There will be targeted action for specific individuals to promote equality of outcome. Currently morbidity rates for certain groups is significantly higher than others and we will attempt to equalise these effects through targeted intervention and a comprehensive action plan which will take these differences into account.
Is there an actual or potential negative impact on these specific characteristics? (Please tick)	

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Age		N	Marriage & civil partnership		N	Religion & belief		N
Disability		N	Pregnancy & maternity		N	Sex		N
Gender reassignment		N	Race		N	Sexual orientation		N
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 <p>The Test, Trace, Contain Enable Programme aims to prevent the negative impact of COVID-19 on the whole population, while protecting those who are most vulnerable, including individuals within the following specific characteristics - Age, Disability, Race and Sex, who should therefore be positively impacted by the Programme.</p> <p>The Programme will include a programme of work for the development of Mobile Testing Units (MTUs). The deployment of MTUs and outreach will be targeted towards specific vulnerable/complex groups most at risk based on local and national data and intelligence.</p> <p>See Appendices 1 and 2 for data in terms of the impact of COVID-19 on race, gender and age.</p>							Consultation/ involvement carried out	
							Yes	No
Age	<p>An efficient Test, Trace Contain, Enable Programme aims to swiftly isolate positive cases of COVID-19 aiming to reduce and eliminate COVID-19 transmissions.</p> <p>Due to the disproportionate morbidity rates seen in men, older individuals, those with disabilities and the BAME community, this programme will have a greater impact for these groups. However, this benefit does not detract from other groups, but rather aims to equalise or substantially lower death rates seen in all groups.</p>						X	
Disability							X	
Gender reassignment								X
Marriage & civil partnership								X
Pregnancy & maternity								X
Race							X	
Religion & belief								X
Sex							X	

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Sexual orientation			X
Proceed to full impact assessment? (Please tick)		No	Date 01/07/2020
Lead officer sign off	Charlotte Shacklady	Date 01/07/2020	
Head of service sign off	Shelley Brough	Date 01/07/2020	

If yes, please proceed to Stage 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

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Stage 3 Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

Protected characteristics	Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations <i>List what negative impacts were recorded in Stage 1 (Initial Assessment).</i>	Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations <i>List what positive impacts were recorded in Stage 1 (Initial Assessment).</i>	Please rate the impact taking into account any measures already in place to reduce the impacts identified <i>High:</i> Significant potential impact; history of complaints; no mitigating measures in place; need for consultation <i>Medium:</i> Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures <i>Low:</i> Little/no identified impacts; heavily legislation-led; limited public facing aspect	Further action (only an outline needs to be included here. A full action plan can be included at Section 4) <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>
Age				
Disability				
Gender reassignment				
Marriage & civil partnership				
Pregnancy and				

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maternity				
Race				
Religion & belief				
Sex				
Sexual orientation				
<p>Is this change due to be carried out wholly or partly by other providers? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures)</p>				

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Stage 4 Review and Conclusion

Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed			
Specific actions to be taken to reduce, justify or remove any adverse impacts	How will this be monitored?	Officer responsible	Target date
Please provide details and link to full action plan for actions			
When will this assessment be reviewed?			
Are there any additional assessments that need to be undertaken in relation to this assessment?			
Lead officer sign off		Date	
Head of service sign off		Date	

Please publish this completed EIA form on the relevant section of the Cheshire East website

Appendix 1

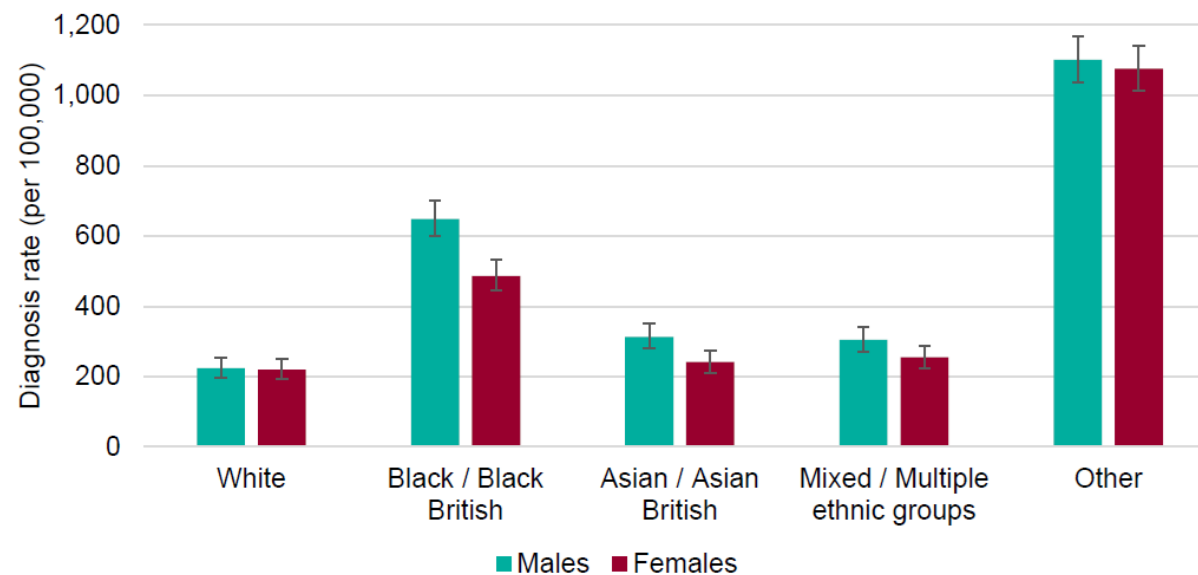


Figure 4.2. Age standardised diagnosis rates by ethnicity and sex, as of 13 May 2020, England. Source: Public Health England Second Generation Surveillance System.

Source: - The Disparities in the Risks and Outcomes of COVID-19, Public Health England, June 2020

Appendix 2

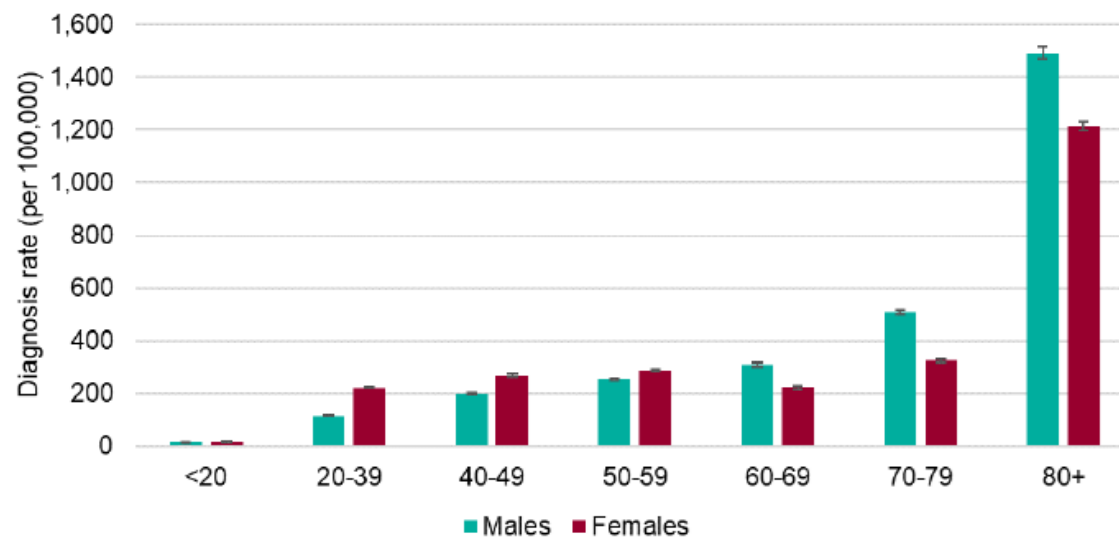


Figure 1.2. Diagnosis rates by sex and age as of 13 May 2020, England. Source: Public Health England Second Generation Surveillance System.

Source: - The Disparities in the Risks and Outcomes of COVID-19, Public Health England, June 2020