

Equalities Screening Record Form

Date of Screening: 25th May 2012	Directorate: ASCH&H	Section: Adults & Joint Commissioning	
1. Activity to be assessed	Community Mental Health Service Procurement Plan.		
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input checked="" type="checkbox"/> Service <input type="checkbox"/> Organisational change		
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing		
4. Officer responsible for the screening	Zoë Johnstone		
5. Who are the members of the EIA team?	Dave Rossiter, Tony Dwyer, Julian Martin, Alison Cronin, Lynne Lidster, Debra Marsden.		
6. What is the purpose of the activity?	To redesign the community mental health service, creating a more person-centred and rehabilitative model of support.		
7. Who is the activity designed to benefit/target?	Individuals with mental health issues aged 18 and over, their families and their carers.		
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g. equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality	Y <input checked="" type="checkbox"/>	N	Positive impact expected. People using the existing service were consulted. Their needs and wishes will be taken into consideration, where possible, alongside the needs identified in the consultation which informed the latest Mental Health Strategy and also national good practice. The redesigned service is reflective of the needs identified through all elements of consultation.
9. Racial equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time. The current service monitors racial equality. Figures broadly indicate the expected demographic split, but the number of people supported is quite small, meaning that discrepancies are exaggerated. Whilst equalities are monitored, the reports are not produced in line with the Council's standard equalities monitoring template. Ensuring this is used as part of the new specification will help to identify and address any racial inequalities. The new service specification will be in line with Racial Equality policies.

10. Gender equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	The current service monitors gender equalities and shows a fairly even split, representative of and proportionate to the population as a whole. This monitoring will continue in the new service specification.
11. Sexual orientation equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	The current service does not monitor sexual orientation. The new specification will require monitoring against the Council's corporate equalities monitoring template, which will include this characteristic.
12. Gender re-assignment	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	The current service does not monitor gender reassignment. Due to the work the new service will be doing in supporting people to be independent in the community, the new specification will require monitoring against the Council's corporate equalities monitoring template, which will include this characteristic.
13. Age equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. Individuals with mental health issues who are younger than 18 are provided for by CAMHS.	This impact is justified as the mental health service provides for individuals aged 18 and over. For individuals younger than 18 the Children, Young People & Learning Department is responsible for ensuring appropriate service provision. The current service monitors the age of people accessing the service and the new specification will maintain this requirement.
14. Religion and belief equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	The current service does not monitor sexual orientation. The new specification will require monitoring against the Council's corporate equalities monitoring template, which will include this characteristic. The new service specification will be in line with Religion and Belief Equality policies.
15. Pregnancy and maternity equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	This is not currently recorded and is not required as part of the Council's Equality Monitoring Guidance. However, the service specification will require that the provider is mindful of this characteristic and works within current legislative requirements.
16. Marriage and civil partnership equality	Y	N <input checked="" type="checkbox"/>	There should be a neutral impact. There is no evidence of differential impact at this time.	This is not currently recorded and is not required as part of the Council's Equality Monitoring Guidance. However, the service specification will require that the provider is mindful of this characteristic and works within current legislative requirements.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders) and on promoting good community relations.	Carers have had their concerns considered as part of the service design, with comments taken from both the Mental Health Strategy consultation and the Carers Strategy consultation.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	No negative impacts have been identified.			

19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	The community mental health service will support individuals with mental health issues so there is a disproportionate, positive impact for disability equality.		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N <input checked="" type="checkbox"/>	Please explain for each equality group
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Evaluation of the current equalities monitoring highlights areas to be improved. These have been included in the actions below.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N <input checked="" type="checkbox"/>	There is no significant differential impact identified within the screening record. Therefore a full impact assessment is not required.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person	Milestone/Success Criteria
Development of monitoring techniques.	October 2014	Joint Commissioning Officer & Contracts Team	The ongoing monitoring requirements will be stipulated in the specification as it is developed. This will incorporate the current recording and reporting deficits identified before.
Monitoring of equalities.	On-going	Head of Service & Contracts Team	This will be required through the new specification and will reflect the Council's guidance on Equality Monitoring.
24. Which service, business or work plan will these actions be included in?	Adult Social Care, Health & Housing Service Plan.		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?			
26. Chief Officers signature.	Signature: Date:		