

Initial Equalities Screening Record Form

Date of Screening: 3 June 2021	Directorate: Delivery	Section: Democracy and Governance	
1. Activity to be assessed	Health and Care Overview and Scrutiny Panel review of primary care mental health services		
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input checked="" type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New		
4. Officer responsible for the screening	Jen Lawson, Governance & Scrutiny Officer		
5. Who are the members of the screening team?	Cllr Mike Gibson (Panel Chair), Cllr Isabel Mattick (Panel Vice-chair), Joey Gurney (Governance & Scrutiny Officer)		
6. What is the purpose of the activity?	To understand the provision of primary care and voluntary sector mental health services for adults and how easy they are to access		
7. Who is the activity designed to benefit/target?	Adults suffering from low to moderate mental health issues		
Protected Characteristics	Please tick yes or no	Is there an impact?	What evidence do you have to support this?
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	Y	Positive	The recommendations are designed to increase access to mental health services, so will have a positive impact on people with a mental health disability. People with a learning disability or physical disability are more likely to experience poor mental health ⁱ so improving accessibility will be positive for this group overall.
9. Racial equality	N	Positive	Rates of mental health problems can be higher for some BAME groups than for the white British population, and for some BAME groups they are lower. However, more white people receive treatment for mental health issues than people from BAME backgrounds and they have better outcomes ⁱⁱ . People from BAME backgrounds face particular barriers when accessing mental healthcare. The recommendation to share findings relating to these barriers should help more services improve their approach for BAME communities.

10. Gender equality	Y		Positive	In England, women are more likely than men to have a common mental health problem and are almost twice as likely to be diagnosed with anxiety disorders ⁱⁱⁱ . This may be because women are more likely to seek a diagnosis and treatment. Improving access to mental healthcare for all will help address this imbalance.
11. Sexual orientation equality	Y		Positive	Survey respondents who described themselves as gay, lesbian, or bisexual, were 2 to 3 times more likely to report having a psychological or emotional problem compared to their heterosexual counterparts ^{iv} . Improving access to mental health services will have a positive impact for this group.
12. Gender re-assignment	Y		Positive	Trans people are more likely to experience depression and anxiety than those who don't identify as trans ^v . Recommendations to improve access to early interventions will have a positive impact on this group.
13. Age equality		N	No impact	The review looked at primary mental health services for adults, but the recommendations are applicable to mental health services for all ages.
14. Religion and belief equality		N	No impact	The recommendations will not impact religion and belief equality but should have an overall positive impact on all groups through improved communication to support better access to services.
15. Pregnancy and maternity equality	Y		Positive	Up to one in five women develop a mental health problem during pregnancy or in the first year after the birth of their baby ^{vi} . Recommendations to improve access to early interventions will have a positive impact on this group.
16. Marriage and civil partnership equality		N	No impact	The recommendations will not impact marriage and civil partnership equality but should have an overall positive impact on all groups through improved communication to support better access to services.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	<p>Carers report higher levels of stress, anxiety and depression as a result of their caring role^{vii}.</p> <p>People living in households in the lowest 20% income bracket in Great Britain are two to three times more likely to develop mental health problems than those in the highest^{viii}</p> <p>The recommendations to increase access to mental healthcare are likely have a positive impact on these groups.</p> <p>The review recognised the importance of community in supporting good mental health. The recommendations focus on building understanding and creating a sense of community within mental health services.</p>			

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?	N/A		
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?	N/A		
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?		N	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	The review considered a wide range of data from local and national sources. This was collated in evidence packs which are available on BFC website.		
22. On the basis of sections 7 – 17 above is a full impact assessment required?		N	
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 Responsible	Milestone/Success Criteria
See recommendations contained in report.	April 2022	Cllr Mike Gibson	Recommendations are endorsed by the O&S Commission and agreed by the Executive and by Frimley Clinical Commissioning Group.
24. Which service, business or work plan will these actions be included in?	Overview & Scrutiny Commission work plan		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please see recommendations contained in the report.		
26. Assistant director's signature.	Signature: Ann Moore		Date: 15 February 2022

ⁱ [london assembly deaf and disabled report final.pdf](#)

-
- ii [BAME and mental health | Mental Health Foundation](#)
 - iii [fundamental-facts-15.pdf \(mentalhealth.org.uk\)](#)
 - iv [Sexual Minorities in England Have Poorer Health and Worse Health Care Experiences: A National Survey | SpringerLink](#)
 - v [lgbt_in_britain_health.pdf \(stonewall.org.uk\)](#)
 - vi [maternalmental-healthwomens-voices.pdf \(rcog.org.uk\)](#)
 - vii [Mental health statistics: carers | Mental Health Foundation](#)
 - viii [Mental health statistics: poverty | Mental Health Foundation](#)