

# Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

## 1. RESPONSIBILITY

|                                                                                      |                               |                                                                                              |
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| <b>Department</b>                                                                    | Adult Care Services           |                                                                                              |
| <b>Service</b>                                                                       | Strategic Planning and Policy |                                                                                              |
| <b>Proposed policy</b>                                                               | Mental Health Strategy        |                                                                                              |
| <b>Date</b>                                                                          | October 2012                  |                                                                                              |
| <b>Officer responsible for the 'policy' and for completing the equality analysis</b> | <b>Name</b>                   | Nicola Hine                                                                                  |
|                                                                                      | <b>Post Title</b>             | Strategic Planning and Policy Officer                                                        |
|                                                                                      | <b>Contact Number</b>         | 0161 253 6751                                                                                |
|                                                                                      | <b>Signature</b>              |            |
|                                                                                      | <b>Date</b>                   | 10 <sup>th</sup> October 2012                                                                |
| <b>Equality officer consulted</b>                                                    | <b>Name</b>                   | Mary Wood                                                                                    |
|                                                                                      | <b>Post Title</b>             | Principal Officer - Equalities                                                               |
|                                                                                      | <b>Contact Number</b>         | 0161 253 6795                                                                                |
|                                                                                      | <b>Signature</b>              |  32/2012 |
|                                                                                      | <b>Date</b>                   | 10 <sup>th</sup> October 2012                                                                |

## 2. AIMS

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| <b>What is the purpose of the policy/service and what is it intended to achieve?</b> | <p>The Government published the national mental health strategy "No Health Without Mental Health: A cross-government mental health outcomes strategy for people of all ages" in 2011. It supports the Government's aim of achieving parity of esteem between mental and physical health.</p> <p>The national strategy sets out six objectives to improve the mental health and well-being of the nation, and to improve outcomes for people with mental health problems through high quality services. The six objectives are:</p> <p><b>1. More people will have good mental health.</b><br/>This is about prevention and ensuring people can reach their full potential. The focus is on enabling more people to have good mental health and emotional wellbeing throughout all stages of life.</p> |
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|                                              | <p><b>2. More people with mental health problems will recover.</b><br/>The focus is on ensuring people with mental health problems recover well and manage their condition effectively so they have a better quality of life. This includes a focus on early intervention and taking a broader view of the factors that affect mental health, such as housing and social networks.</p> <p><b>3. More people with mental health problems will have good physical health.</b><br/>This is about improving the physical health of people with mental health problems to reduce premature death and prevent the development of long term health conditions. It is also about improving the mental health of people with physical illnesses.</p> <p><b>4. More people will have a positive experience of care and support.</b><br/>The focus is on providing good quality services which give individuals as much control as possible over their own care.</p> <p><b>5. Fewer people will suffer avoidable harm.</b><br/>The focus is on reducing self-harm, reducing harm mental health patients cause to others, and ensuring that fewer vulnerable people using services (either in hospital or in the community) experience avoidable harm.</p> <p><b>6. Fewer people will experience stigma and discrimination.</b><br/>This is about tackling the stigma and discrimination that people with mental health conditions still continue to experience which can have a serious impact on the life chances of people with mental health problems.</p> <p>The purpose of the Bury Joint Mental Health Strategy is to develop a local response to the National Strategy and further improve services for people with mental health conditions living in Bury.<br/>The strategy covers all adults (16 and above) in relation to:</p> <ul style="list-style-type: none"> <li>• Preventative services;</li> <li>• Services for individuals with mild to moderate conditions; and</li> <li>• Services for those with severe and enduring conditions.</li> </ul> |
| <p><b>Who are the main stakeholders?</b></p> | <ul style="list-style-type: none"> <li>- People using mental health services living in Bury</li> <li>- Carers of people with mental health conditions living in Bury</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

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|  | <ul style="list-style-type: none"> <li>- Bury Council employees</li> <li>- NHS employees</li> <li>- Residents of Bury</li> <li>- Councillors</li> <li>- Third sector organisations</li> <li>- Service providers (in-house, private and third sector)</li> <li>- Partner agencies</li> </ul> |
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### 3. ESTABLISHING RELEVANCE TO EQUALITY

**3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.**

| Protected equality characteristic | Positive effect (Yes/No) | Negative effect (Yes/No) | Explanation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------|--------------------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Race                              | Yes                      | No                       | <p>This Commissioning Strategy aims to improve mental health services for all residents in Bury, with a particular focus on those at a greater risk of having a mental health condition and those at higher risk of not having their condition detected. As a result, this Strategy aims to have a direct and positive impact on most of the groups with protected equality characteristics through a series of measures, the most significant of which are outlined below:-</p> <p>Mental health training and awareness programmes for GPs and other front line professionals are planned. This should promote better diagnosis, treatment and support for all individuals and particularly for those who are at greater risk of not having a condition detected. It should also promote better awareness of mental health conditions and result in more referrals for mental health assessments, particularly for those individuals that are less likely to have mental health problems detected.</p> <p>A range of work to promote prevention is planned (to prevent conditions from starting and to prevent existing</p> |
| Disability                        | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Gender                            | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Gender reassignment               | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Age                               | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Sexual orientation                | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Religion or belief                | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Caring responsibilities           | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Pregnancy or maternity            | Yes                      | No                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

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|  |  | <p>conditions escalating). It is expected to have a range of benefits including assisting in tackling isolation, promoting awareness of coping and managing techniques, and raising awareness of mental health amongst a range of organisations including employers, schools and colleges.</p> <p>An information resource for GPs, clinicians, people using services, carers and the general public will be developed to outline which services are available and the support they provide. This will help GPs and clinicians refer and signpost patients more appropriately. It will also help people using services and their families / carers understand and access available provision and better participate in decisions about their care pathway with GPs/ clinicians.</p> <p>Volunteering, social inclusion and physical activity schemes will be promoted to people with mental health conditions in order to support recovery and more effective management of their condition.</p> <p>Indicators will be developed to understand the outcomes being achieved for people using mental health services. Together with performance monitoring data, this will be used to understand the effectiveness of the services being commissioned and whether they met the needs of patients – especially those from diverse groups. This will be used to inform future commissioning decisions and shape services.</p> <p>Work to tackle stigma, through awareness campaigns, is planned in order to challenge the assumptions related to mental health within local organisations and the community. It is expected that such work will raise awareness of mental health locally and will complement the national Time to Change campaign to reduce</p> |
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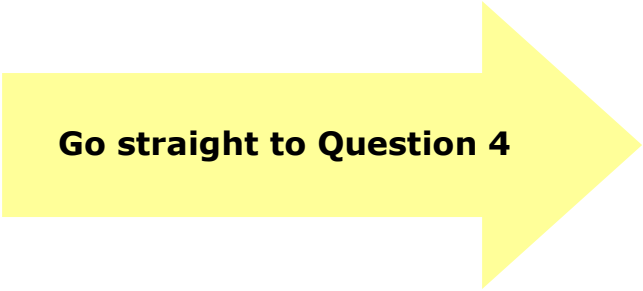
|                               |    |    |                                                             |
|-------------------------------|----|----|-------------------------------------------------------------|
|                               |    |    | discrimination and increase understanding of mental health. |
| Marriage or civil partnership | No | No |                                                             |

**3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.**

| <b>General Public Sector Equality Duties</b>                                                                                                                                    | <b>Relevance (Yes/No)</b> | <b>Reason for the relevance</b>                                                                                                                                                                                                                                                                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010                                                   | Yes                       | The Strategy aims to tackle discrimination, harassment and victimisation of people with mental illness. Initiatives to raise awareness and understanding amongst the local population and local organisations are planned. In addition, training programmes for GPs and other front line professionals are planned to promote their understanding of mental health and lead to increased diagnoses and referrals to specialist services. |
| Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs) | Yes                       | The Strategy aims to make it easier (for people at higher risk of developing a mental health condition and people who are less likely to have conditions detected) to access services and support through the provision of better information about mental health services and targeted awareness raising work (so people at higher risk of mental illness are more likely to recognise when they have problem and seek support).        |
| Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)                   | Yes                       | The Strategy aims to tackle the discrimination and stigma that individuals with a mental health condition often experience with awareness raising initiatives targeted at the general public and local organisations.                                                                                                                                                                                                                    |

**If you answered 'YES' to any of the questions in 3a and 3b**

**Go straight to Question 4**



**If you answered 'NO' to all of the questions in 3a and 3b**

**Go to Question 3c and do not answer questions 4-6**



**3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.**

N/A

#### **4. EQUALITY INFORMATION AND ENGAGEMENT**

**4a.** For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

| <b>Details of the equality information or engagement</b>                                                                                                                                                                                                        | <b>Internet link if published</b> | <b>Date last updated</b> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|--------------------------|
| Public health data and statistics from desktop research on mental health prevalence                                                                                                                                                                             | n/a                               |                          |
| Consultation sessions with local mental health service users                                                                                                                                                                                                    | n/a                               |                          |
| Series of 'workshop style' meetings with a specially formed group (the Mental Health Strategy Steering Group consisting of local statutory services, carer representatives, voluntary groups and the third sector) to both consult and co-produce the strategy. | n/a                               |                          |

**4b.** Are there any information gaps, and if so how do you plan to tackle them?

Data on the number of Bury residents with mental health conditions on GP registers has been requested from the Clinical Commissioning Group. It has been requested that this is broken down by specific mental health condition, age, ethnicity and gender to provide the most accurate overview of prevalence and need for services. Approval of this request is being awaited. In the interim period, data from POPPI (Projecting Older People Population Information) and PANSI (Projecting Adult Needs and Service Information) will be used to estimate current mental health prevalence.

## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

|                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <p><b>What will the likely overall effect of your policy/service plan be on equality?</b></p>                                                             | <p>The overall effect of the Strategy, and the targeted work taking place as a result of it, will be positive. It will raise awareness of mental health in Bury amongst the general population and professionals. It will also enable people living with mental health conditions to better understand the mental health services available and access them. The Strategy will also increase the quality and improve the design of mental health services so they better meet the needs of the local population.</p> |
| <p><b>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</b></p> | <p>N/A</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <p><b>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</b></p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <p><b>What steps do you intend to take now in respect of the implementation of your policy/service plan?</b></p>                                          | <ol style="list-style-type: none"> <li>1. The Mental Health Strategy will be submitted to Bury Council Executive for approval.</li> <li>2. Subject to approval, an Action Plan to underpin the Strategy will be developed. This will outline specific and measurable actions (with deadlines and named responsible officers).</li> <li>3. The Action Plan will be implemented and monitored to ensure progress is being made.</li> </ol>                                                                             |

## 6. MONITORING AND REVIEW

**If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.**

The Mental Health Strategy will be underpinned with an Action Plan which will be monitored on a quarterly basis to ensure progress is being made.

**COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX ([equality@bury.gov.uk](mailto:equality@bury.gov.uk)) FOR PUBLICATION.**