

# EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact [corporate.core@bury.gov.uk](mailto:corporate.core@bury.gov.uk) / 0161 253 6592

<b>SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY</b>	
Refer to Equality Analysis guidance page 4	
1.1 Name of policy/ project/ decision	Substance misuse contract
1.2 Lead for policy/ project/ decision	Jon Hobday – Director of Public Health
1.3 Committee/Board signing off policy/ project/ decision	Cabinet
1.4 Author of Equality Analysis	<i>Name: Sarah Turton Role: Public Health Practitioner Contact details: <a href="mailto:s.turton@bury.gov.uk">s.turton@bury.gov.uk</a></i>
1.5 Date EA completed	14/09/23
1.6 Quality Assurance	<i>Name: Lee Cawley Role: EDI Manager Contact details: Comments: QA Completed, positive impacts only identified and no further actions required.</i>
1.7 Date QA completed	19/09/2023
1.8 Departmental recording	<i>Reference: Date:</i>
1.9 Next review date	

<b>SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT</b>	
Refer to Equality Analysis guidance page 5	
2.1 Detail of policy/ decision being sought	Options presented for once our current substance misuse contract comes to an end in August 2024.
2.2 What are the intended outcomes of this?	Options presented are 1) Direct award to GMMH (current provider), 2) Tender for new provider. Recommendation: Option 1 – Direct award to GMMH.

## **SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS**

Refer to Equality Analysis guidance pages 5-8 and 11

Please outline the relevance of the activity/ policy to the Public Sector Equality Duty

General Public Sector Equality Duties	Relevance (Yes/No)	Rationale behind relevance decision
3.1 To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	Yes	Provider works to reduce stigma associated with drug and alcohol misuse through campaigns, training, peer groups etc.
3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.	Yes	Ensuring equality of people referred to and/or accessing the service.
3.3 To foster good relations between people who share a protected characteristic and those who do not	Yes	Community development team established within the provider who work with the VCSE sector. Lived experience volunteer and paid roles within the service.
3.4 Please outline the considerations taken, including any mitigations, to ensure activity is not detrimental to the Human Rights of any individual affected by the decision being sought.		
Used appendix 1.1 (human rights flow chart) and the decisions passes the human rights screening.		

#### SECTION 4 – EQUALITIES DATA

Refer to Equality Analysis guidance page 8

Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
4.1 Age	Service sees people of all ages	Adult service and Children / young people's service available <a href="#">NDTMS - ViewIt - Adult</a> <a href="#">NDTMS - ViewIt - Young People</a>	
4.2 Disability	Service sees people with disabilities	<a href="#">NDTMS - ViewIt - Adult</a>	
4.3 Gender	Service sees people of any all genders	<a href="#">NDTMS - ViewIt - Adult</a>	
4.4 Pregnancy or Maternity	Service see people during pregnancy and/or maternity	Service has an alcohol-exposed pregnancies programme embedded – provider data available.	
4.5 Race	Service sees people of all race	<a href="#">NDTMS - ViewIt - Adult</a>	
4.6 Religion and belief	Service sees people of all religions and beliefs	<a href="#">NDTMS - ViewIt - Adult</a>	
4.7 Sexual Orientation	Service see people of any sexual orientation	<a href="#">NDTMS - ViewIt - Adult</a>	

<b>4.8</b> Marriage or Civil Partnership	Service sees people whether married or in civil partnership	Update: provider records on their internal system Paris.	To check with provider if this data is recorded.
<b>4.9</b> Gender Reassignment	Service sees people undergoing / who have undergone gender reassignment	Update: provider records on their internal system Paris.	To check with provider if this data is recorded.
<b>4.10</b> Carers	Service sees carers and has links to Carers Hub	<a href="#">NDTMS - ViewIt - Adult</a>	
<b>4.11</b> Looked After Children and Care Leavers	Service sees looked after children and care leavers	<a href="#">NDTMS - ViewIt - Young People</a>	
<b>4.12</b> Armed Forces personnel including veterans	Service sees armed forces personnel	Data available from provider on request as recorded at assessment.	
<b>4.13</b> Socio-economically vulnerable	Service sees those who are socio-economically vulnerable	Data available via NDTMS commissioning support packs.	

## SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

	Internal Stakeholders	External Stakeholders
<b>5.1</b> Identify stakeholders	Bury Council Public Health	Greater Manchester Mental Health Trust, Early Break, BigLife, lived experience peers
<b>5.2</b> Engagement undertaken	Market research	Lived experience work
<b>5.3</b> Outcomes of engagement	Comparison of GM providers in terms of numbers in treatment and contract values.	Analysis of the service from a lived experience perspective via the 'Bury the Stigma' event
<b>5.4</b> Outstanding actions following engagement (include in Section 8 log)	Options paper drafted for cabinet detailing options and recommendation.	Summary of actions for provider and discussions of formulating a lived experience peer support forum.

## SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
<b>6.1</b> Age	Positive	<a href="#">NDTMS - ViewIt - Adult</a> Services available for all age groups.
<b>6.2</b> Disability	Positive	<a href="#">NDTMS - ViewIt - Adult</a> This service is available to people with disabilities, as well as links established to signpost to other services required or community groups / forums.

<b>6.3 Gender</b>	Positive	<a href="#">NDTMS - ViewIt - Adult</a> The service is available to all genders.
<b>6.4 Pregnancy or Maternity</b>	Positive	Alcohol-exposed pregnancy pathway in place in Achieve and Early Break.
<b>6.5 Race</b>		<a href="#">NDTMS - ViewIt - Adult</a> Assertive outreach takes places within areas / groups associated with specific race to break down any barriers to support or treatment.
<b>6.6 Religion and belief</b>	Positive	<a href="#">NDTMS - ViewIt - Adult</a> Assertive outreach takes places within areas / groups associated with specific religions or belief to break down any barriers to support or treatment.
<b>6.7 Sexual Orientation</b>	Positive	<a href="#">NDTMS - ViewIt - Adult</a> Links with community LGBTQ+ groups / forums. Early Break working with The Proud Trust around offers for LGBTQ+ groups.
<b>6.8 Marriage or Civil Partnership</b>		The service is available to those who are married or in a civil partnership.
<b>6.9 Gender Reassignment</b>		The service is available to those who are undergoing or who have undergone gender reassignment. To check with Achieve is this information is recorded.
<b>6.10 Carers</b>	Positive	<a href="#">NDTMS - ViewIt - Adult</a> Links with Bury Carers Hub.
<b>6.11 Looked After Children and Care Leavers</b>	Positive	<a href="#">NDTMS - ViewIt - Adult</a> Early Break able to support looked after children and care leavers with an MDT approach.
<b>6.12 Armed Forces personnel including veterans</b>	Positive	Data available from provider on request as recorded at assessment. Provider have good links with community veteran support groups that service users can be linked in with when required.
<b>6.13 Socio-economically vulnerable</b>	Positive	Data available via NDTMS commissioning support packs.
<b>6.14 Overall impact -</b> What will the likely overall effect of your activity be on equality, including consideration on intersectionality?		The service does not discriminate against any protected characteristics and is inclusive of all within the community. The service also provides signposting or referrals to other services if required which will benefit the service users. This service has a community development team who link in with the VCSE sector which means service users can also be signposted into community groups which may be beneficial in terms of lived experienced and peer support.

## SECTION 7 – ACTION LOG

Refer to Equality Analysis guidance page 10

Action Identified	Lead	Due Date	Comments and Sign off (when complete)
<b>7.1 Actions to address gaps identified in section 4</b>			
Check with provider if gender reassignment information is recorded.	Sarah Turton	5 <sup>th</sup> October 2023	Checked with provider – Achieve do record 'gender reassignment' on their internal system 'Paris' – action closed.
Check with provider if marriage or civil partnership information is recorded.	Sarah Turton	5 <sup>th</sup> October 2023	Checked with provider – Achieve do record 'marriage or civil partnership' on their internal system Paris – action closed.
<b>7.2 Actions to address gaps identified in section 5</b>			
N/A			

<b>7.3 Mitigations to address negative impacts identified in section 6</b>			
N/A			
<b>7.4 Opportunities to further inclusion (equality, diversity and human rights ) including to advance opportunities and engagements across protected characteristics</b>			

<b>SECTION 8 - REVIEW</b>			
Refer to Equality Analysis guidance page 10			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
New contract	Sarah Turton	August 2024	

**Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.**

<b>SECTION 9 – QUALITY ASSURANCE</b>		
Refer to Equality Analysis guidance page x		
Consideration	Yes/No	Rationale and details of further actions required
Have all section been completed fully?	yes	
Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?	yes	
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon	yes	
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon	yes	
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?	yes	

Have clear and robust reviewing arrangements been set out?	yes	
Are there any further comments to be made in relation to this EA	n/a	