

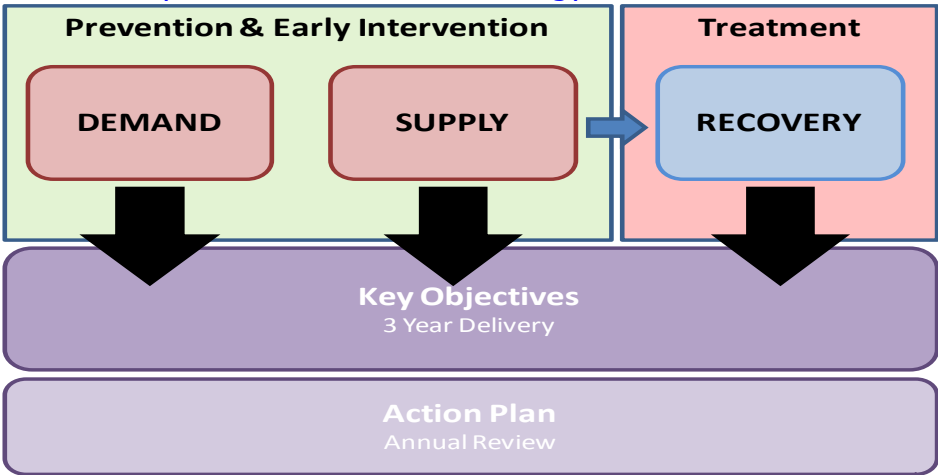
# Equality Analysis Form

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

<b>Department</b>	Communities & Well Being	
<b>Service</b>	Strategy & Development Unit	
<b>Proposed policy</b>	Bury Joint Drug & Alcohol Strategy – 2015 - 2018	
<b>Date</b>		
<b>Officer responsible for the 'policy' and for completing the equality analysis</b>	<b>Name</b>	Ann Norleigh Noi
	<b>Post Title</b>	Senior Partnership Implementation Officer
	<b>Contact Number</b>	0161 253 6004
	<b>Signature</b>	
	<b>Date</b>	May 2015
<b>Equality officer consulted</b>	<b>Name</b>	Mary Wood
	<b>Post Title</b>	Principle Officer - Equalities
	<b>Contact Number</b>	0161 253 6795
	<b>Signature</b>	
	<b>Date</b>	

## 2. AIMS

<p><b>What is the purpose of the policy/service and what is it intended to achieve?</b></p>	<p>The aim of the strategy is to drive forward key local objectives and incorporate key themes of the national drug &amp; alcohol strategies. The strategy will inform the strategic direction to address substance misuse and cross cutting issues and also inform future commissioning decisions.</p> <p>The delivery framework for the strategy is set out below:</p> 
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	<p><b>The 7 Key objectives are :</b></p> <ol style="list-style-type: none"> <li>1. Ensure that all strategic plans recognise the role of drug and alcohol misuse particularly where there are cross cutting thematic areas</li> <li>2. Increase knowledge and awareness about the harm caused by drugs and alcohol so that people can make informed choices and resist pressures, particularly young people and those on the periphery of drug and alcohol misuse.</li> <li>3. Break inter-generational substance misuse by supporting a whole family approach and targeting resources appropriately</li> <li>4. Ensure that all legal substances are sold responsibly</li> <li>5. Ensure that robust partnership clinical governance is in place</li> <li>6. Support People to make a full recovery</li> <li>7. Improve housing outcomes where appropriate for people in recovery</li> </ol>
<p><b>Who are the main stakeholders?</b></p>	<ul style="list-style-type: none"> <li>- Service Users their families and/or carers</li> <li>- Local partners including, police, probation, public health children and young people services,</li> <li>- GPs, CCG,</li> <li>- providers</li> <li>- H &amp; WB Board</li> <li>- Bury Residents</li> <li>- Team Bury</li> <li>- CSP</li> <li>- CTB</li> <li>- One Recovery Bury</li> </ul>

### 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	90% of the in treatment population state that they are white British, and these numbers are representative of throughout the treatment population across the country. Therefore they will benefit given that this is the largest population in the cohort.
Disability	No	No	
Gender	Yes	No	The current profile of service users is that of predominately male (70%+): this is reflected throughout the in-treatment population across the country. Community location of services and more flexible opening hours will assist in ensuring services are more accessible to females, particularly those with transport issues, child care issues.
Gender reassignment	No	No	
Age	Yes	No	The service will enhance transition of young adults from young peoples services to adult services. It will also endeavour to engage younger drug users such as stimulant users and older alcohol users where there is a potential for increase in the number of older people seeking help support in terms of their alcohol use.
Sexual orientation	No	No	
Religion or belief	No	No	
Caring responsibilities	Yes	No	There is provision to support those caring people dependent on drugs or

			alcohol. The support available for families and children who care for parents who misuse substances will have a positive impact on the families and carers of service .
Pregnancy or maternity	No	No	
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.**

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
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)	No	The strategy aims to ensure that services are provided for those who need them. Better awareness raising, education and early intervention and prevention and enabling easier access to services for individuals, including those across all protected characteristics.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	

**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.**



#### **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>
Partnership Service Mapping for substance misuse	 Service Mapping.doc	2011/12
Consultation during the development of strategy	 Summary of Partnership Events.d	2011/12
Greater Manchester Alcohol strategy	 Greater Manchester Alcohol Strategy.pdf	2014 - 2017
Bury JSNA Drugs	 Greater Manchester - Bury - Drug Data - J	2014/15
Bury JSNA Alcohol	 Greater Manchester - Bury - Alcohol Data	2014/15

Alcohol & Older People	 Alcohol and older people.doc	Bury 2013/14
National Drug Strategy	 National Drug Strategy 2010.pdf	December 2010

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

Currently, we do not collect detailed data regarding the use of emerging drugs, ie, NPS/legal highs which could be detrimental to specific groups. A task and finish group is currently being established to look at how we can progress this.

## 5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p><b>What will the likely overall effect of your policy/service plan be on equality?</b></p>	<p>Service provision will be driven by the strategy and will ensure that there is equality of access for all Bury residents.</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><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>	<p>The action plan is currently being developed with partners. Once this is complete, the final draft will be presented to SMT, SLT and then Cabinet for final sign off. Once this been competed the action plan will be monitored in several forums including Childrens Trust Board and community Safety Partnership Groups.</p>

## 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.**

Providers are required to capture minimum data sets for the purpose of monitoring a number of areas including, race, gender, disability etc and this is analysed to ensure proportionate representation.

This information is validated and cross matched with several data sets to ensure compliance and then reports are shared with Substance Misuse Partnerships.

There is a substance misuse partnership meeting which includes wider partners and providers where steps are taken to agree actions and challenge ineffectiveness. This will then be reported to several strategic groups for governance.

PHE make available needs assessment data annually, which enables partnerships to interrogate detailed demographic data, which would help to highlight any gaps.



**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.**