

Durham County Council – Altogether Better equality impact assessment form

NB: Equality impact assessment is a legal requirement for all strategies plans, functions, policies, procedures and services. We are also legally required to publish our assessments. You can find help and prompts on completing the assessment in the guidance from page 7 onwards.

Section one: Description and initial screening

Section overview: this section provides an audit trail.	
Service/team or section: Children and Young People’s Services (Lead), Adult Wellbeing & Health Services and County Durham and Darlington NHS	
Lead Officer(s): Corporate Director, Children and Young People’s Services, Durham County Council Corporate Director, Adults, Wellbeing and Health, Durham County Council Executive Director of Public Health, NHS County Durham and Darlington	Start date: Impact Assessment carried out Friday 5 th November 2010.
Participants in review: Children and Young People’s Services <ul style="list-style-type: none">○ Planning and Performance Manager Adults, Wellbeing and Health: <ul style="list-style-type: none">○ Planning Manager○ Senior Policy Officer○ Safer Communities Officer Neighbourhood Services: <ul style="list-style-type: none">○ Planning and Policy Team Leader (partial attendance) NHS County Durham and Darlington: <ul style="list-style-type: none">○ Performance Analyst/Data Officer Assistant Chief Executives: <ul style="list-style-type: none">○ Principal Equality and Diversity Officer	
Subject of the Impact Assessment: (please also include a brief description of the aims, outcomes, operational issues as appropriate)	

The purpose of the County Durham Joint Strategic Needs Assessment (JSNA) is to provide a high level overview of the current and future health and wellbeing needs of the people of County Durham. The development of the JSNA has been driven by the national agenda with the publication of a number of White Papers along with government guidance. The Department of Health White Paper "Our Health, Our Care, Our Say" and the Local Government White Paper "Strong and Prosperous Communities", both stressed the need for services to be more integrated, both in terms of planning and commissioning, across the spectrum of public sector providers.

The Local Government and Public Involvement in Health Act 2007 places a legal requirement on Local Authorities and Primary Care Trusts to produce a Joint Strategic Needs Assessment of the health and wellbeing of their local populations.

To help achieve positive outcomes for the local population, the County Durham JSNA aims to:

- Highlight areas where there is a need to improve health and wellbeing outcomes for the local community.
- Aid decision makers in targeting resources to both areas and services.
- Act as a resource document to support health and wellbeing planning and commissioning.
- Help inform our plans and strategies to provide a basis upon which to plan for the achievement of local outcomes and targets.

The Joint Strategic Needs Assessment was first published in County Durham in 2008 by Durham County Council and NHS County Durham with a subsequent update produced in 2009. This 2010-2011 document is a full review of data and analysis and is intended to be a resource document for colleagues interested in health and wellbeing across County Durham, elected members and non-executive directors of Primary Care Trusts.

The JSNA highlights areas where we need to do more to improve people's health and wellbeing in County Durham, looking at issues relating to drugs and alcohol, smoking, housing and even how the local economy and crime can affect people's health and wellbeing. The JSNA underpins the Sustainable Community Strategy (SCS) and is intended to inform our priority and target setting to help ensure we improve the health and wellbeing of the people within the County.

A workshop session was held with partners in June 2010 to gather views and a public feedback period held November 2010 together views.

Who are the main stakeholders: General public / Employees / Elected Members / Partners/ Specific audiences/Other (please specify) –
All groups within the population of County Durham

Is a copy of the subject attached? ~~Yes~~ / No

If not, where could it be viewed? Via DCC + PCT web sites + hard copy in alternative formats

Initial screening											
Prompts to help you: Who is affected by it? Who is intended to benefit and how? Could there be a different impact or outcome for some groups? Is it likely to affect relations between different communities or groups, for example if it is thought to favour one particular group or deny opportunities for others? Is there any specific targeted action to promote equality?											
Is there an actual/potential negative or positive impact on specific groups within these headings? Indicate :Y = Yes, N = No, ?=Unsure											
Gender	Y	Disability	Y	Age	Y	Race/ethnicity	Y	Religion or belief	Y	Sexual orientation	Y
How will this support our commitment to promote equality and meet our legal responsibilities?											
The JSNA will support our commitment to equality and help meet legal responsibilities to eliminate discrimination and promote equality of opportunity by incorporating information on key inequalities for vulnerable groups across a range of issues, e.g. education, health, employment.											
What evidence do you have to support your findings?											
The JSNA information will be used to inform future decision making so there is potential for both positive and negative impact. Positive impact will result from specific research being used to influence decisions on policies or service delivery, for example information on disability statistics and needs can be used to tailor services more effectively. There is potential for negative impact where no data is available, this may mean that some vulnerable groups or areas of inequality are overlooked. A full impact assessment will be completed to identify any actions to address gaps in the evidence.											
Decision: Proceed to full impact assessment – Yes Date: 5.11.10											
If you have answered ‘No’ you need to pass the completed form for approval & sign off.											

Section two: Identifying impacts and evidence- Equality and Diversity

Section overview: this section identifies whether there are any impacts on equality/diversity/cohesion, what evidence is available to support the conclusion and what further action is needed.			
	Identify the impact: does this increase differences or does it aim to reduce gaps for particular groups?	Explain your conclusion, including relevant evidence and consultation you have considered.	What further action is required? (Include in Sect. 3 action plan)
Gender	There are gender impacts	There are examples of gender	Explore potential

	<p>for men and women reflected in many areas of the JSNA, particularly in relation to health and wellbeing, safety and employment.</p>	<p>differences and specific information included in the JSNA: e.g.</p> <ul style="list-style-type: none"> ○ Life expectancy ○ Teenage pregnancy ○ Domestic violence ○ Distraction burglaries 	<p>to break obesity data down further by gender and age</p> <p>Lack of data in relation to needs of transgender people – review previous information from Gay Advice Darlington & Durham and use findings of Equality & Human Rights Commission Triennial review</p>
Age	<p>There are specific sections on children & young people and older people. Other age breakdowns are included for specific issues.</p>	<p>A summary of local data broken down by age groups is included. There are also specific examples of age related information, e.g. older people with mental health needs, younger people who have dementia.</p> <p>Obesity data is included for particular age ranges but a more detailed approach may help identify age specific problems which could improve targeted help. It would also be useful to</p>	<p>Explore potential to break obesity data down further by gender and age.</p> <p>Explore potential to gather data on smoking to determine when and how many children & young</p>

		understand when children & young people start smoking so that prevention support could be targeted more effectively.	people start smoking
Disability	Disability data is relatively easily available linked to those using care or health services.	<p>Mental health and learning disability data has been included along with physical and sensory disabilities.</p> <p>There are gaps in data on disability for specific characteristics – e.g. sexual orientation, religion or belief. The assessment also identified that data on ethnicity and disability could indicate a higher level of need in some areas.</p>	Further analysis of ethnicity & disability to include indications of whether the Black & minority ethnic proportion is significantly higher than population percentages.
Race/Ethnicity	Population changes since the last census have been recognised in the JSNA, along with difficulties in obtaining up to date accurate population figures (particularly for Gypsy Roma Traveller and for new migrant communities).	Information is included on hate crimes and in other areas where available.	<p>See note above.</p> <p>Further information to be included on Gypsy Roma Traveller communities</p>
Religion or belief	There are significant issues of lack of data in Durham – the highest proportion recording their religion is Christian so percentages of people from other religions are very low in comparison.		Hate crime problem profile and action plan to be produced – include relevant information in review of JSNA

<p>Sexual orientation</p>	<p>The JSNA includes information in relation to hate crime, mental health and suicide as well as sexual health.</p>	<p>Although some work has been completed to improve awareness of the needs of lesbian, gay and bisexual people (Gay Advice Darlington & Durham research) there are still gaps in evidence.</p>	<p>Lack of data in relation to needs of lesbian, gay & bisexual people – review previous information from Gay Advice Darlington & Durham and use findings of Equality & Human Rights Commission Triennial review.</p> <p>Identify information on homophobic bullying in schools to be included in wellbeing section.</p> <p>Hate crime problem profile and action plan to be produced – include relevant information in review of JSNA</p>
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How will this promote positive relationships between different communities?

The JSNA will not directly promote positive relationships between different communities but by providing information on inequalities and vulnerable groups it will raise awareness and support greater understanding. There is also specific information on hate crime which will help develop future work on community cohesion and building positive relationships.

Section three: Review and Conclusion

Summary: please provide a brief overview, including impact, changes, improvements and any gaps in evidence.

The purpose of the JSNA is to highlight needs across particular groups in this revised version each section now identifies relevant vulnerable groups and key inequalities using evidence from local and national sources. This is a positive improvement by providing greater focus on specific groups with the aim of reducing inequalities. There are also examples of need related to multiple characteristics, for example younger boys and mental health.

It has not been possible to gather data on all protected characteristics across each section and it has been necessary to edit the information to produce a useful document. The impact assessment considered what information was available and where there were gaps how these could be addressed immediately or over time as part of the JSNA review process. There are gaps in evidence relating to sexual orientation, transgender people and religion or belief as these areas are not gathered as part of standard monitoring in many areas or have recently been introduced so only limited data is available. We have used national information from the Equality & Human Rights Commission first Triennial Review as an alternative to local data.

Socio-economic and geographic inequalities are a major factor across the county, within these there are some groups who are more vulnerable – for example older people or disabled people may be on lower incomes generally so may be more disadvantaged in isolated or deprived areas.

Action to be taken	Officer responsible	Target Date	In which plan will this action appear
Explore potential to break obesity data down further by gender and age.	Relevant Project Group rep	For JSNA 2011	JSNA 2011
Lack of data in relation to needs of transgender included, need to address.	Relevant Project Group rep	For JSNA 2011	JSNA 2011
Explore potential to gather data on smoking to determine when and how many children and	Relevant Project Group rep	For JSNA 2011	JSNA 2011

young people start smoking.			
Further analysis of ethnicity and disability to include indications of whether the black and minority ethnic proportion is significantly higher than population percentages.	Relevant Project Group rep	For JSNA 2011	JSNA 2011
Further information to be included on Gypsy Roma Traveller communities.	Relevant Project Group rep	For JSNA 2011	JSNA 2011
Hate crime problem profile and action plan to be produced to include relevant information in review of JSNA.	Social Inclusion, Safer Communities	For JSNA 2011	JSNA 2011
Lack of data in relation to needs of lesbian, gay and bisexual people, need to address this issue.	Relevant Project Group rep	For JSNA 2011	JSNA 2011
Information on homophobic bullying in schools to be included in document.	Relevant Project Group rep	For JSNA 2011	JSNA 2011
When will this assessment be reviewed?	Date: During production of the JSNA 2011 between September – December 2011.		
Are there any additional assessments that need to be undertaken in relation to this assessment?	No		
Lead officer - sign off: Planning and Performance Manager, Children and Young People's Services			Date: 10.02.11
Service equality representative - sign off: Representations and Quality Officer, Children and Young People's Services			Date: 10.02.11