**Equality Impact Assessment Template**

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](https://wightnet.iow.gov.uk/documentlibrary/view/equality-impact-assessment). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

* developing, reviewing or removing policies
* developing, reviewing or removing strategies
* developing, reviewing or removing services
* developing, reviewing or removing a council function/system
* commencing any project/programme

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| **Assessor(s) Name and job title:** | | | | | | | | | | | |
| **Abigail Wilkinson, Senior Public Health Practitioner** | | | | | | | | | | | |
| **Directorate and Team/School Name:** | | | | | | | | | | | |
| **Public Health** | | | | | | | | | | | |
| **Name, aim, objective and expected outcome of the programme/ activity:** | | | | | | | | | | | |
| **Name: Award of Contract for the provision of a recovery focussed integrated drug and alcohol community service for the Isle of Wight**  **Aim: to provide a drug and alcohol service across the Island which can meet people’s needs by empowering and enabling them to successfully manage and recover from their drug and alcohol dependency and associated impacts.**  **Objective: that** **service provide a modern service that looks at new ways of delivering and responding to drug and alcohol issues by working in partnership in a trauma informed way that is recovery orientated, outcome focussed and tailored to meet the needs of individuals and communities to empower people to reduce harm and lead a drug and alcohol free life where possible**  **Expected outcome:**   * **increase the number of people entering structured treatment** * **increase the number of people successfully completing treatment and becoming drug and/or alcohol free** * **reduce the harm and mortality associated with alcohol and drug use and dependency and improve the health and wellbeing of adults and young people with alcohol and drug dependency problems** * **reduce health inequalities in relation to substance misuse on the Isle of Wight** * **reduce the harms to children and families experienced as a result of others’ substance misuse issues** * **support people with complex needs (a co-occurring mental health and substance misuse diagnosis) to achieve and sustain recovery** * **reduce the stigma of accessing substance misuse services, particularly increasing access for alcohol users** | | | | | | | | | | | |
|  | **Reason for Equality Impact Asessment (tick as appropriate)** | | | | | | |  | | | |
| This is a **new** policy/strategy/service/system function proposal | | | | | | | | |  | | |
| This is a proposal for a **change** to a policy/strategy/service/system function proposal function (*check whether the original decision was equality impact assessed)* | | | | | | | | | re-tendering of current contract (original EIA undertake 08/2019) | | |
| **Removal** *of a* policy/strategy/service/system function proposal | | | | | | | | |  | | |
| **Commencing** any project/programme | | | | | | | | |  | | |
| **Equality and Diversity considerations**  Describe the ways in which the groups below may be impacted by your activity (**prior to mitigation**). The impact may be negative, positive or no impact. | | | | | | | | | | | |
| **Protected Characteristic** | | **Negative, positive or no impact (before mitigation/intervention) and why?** | **Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)** | **How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.** | | **What concerns have been raised to date during consultation (or early discussions) and what action taken to date?** | **What evidence, analysis or data has been used to substantiate your answer?** | | **Are there any gaps in evidence to properly assess the impact? How will this be addressed?** | **How will you make communication accessible for this group?** | **What adjustments have been put in place to reduce/advance the inequality? (*Where it cannot be diminished, can this be legally justified*?)** |
| **Age** (restrictions/difficulties both younger/older) | | **Positive impact:** this is a recommissioning of an existing service offering an integrated service for children, young people, families and adults. Transition support in place for moving from young people’s to adult’s service as well as flexibility – offering support up to the age of 25 yrs in young people’s service if more appropriate. No upper age limit for adult’s service. Offering tailored, individual suport - The range of interventions provided by the service will remain unchanged. These will include a wide range of social, psychosocial and treatment interventions for all our residents regardless of age | **No:** The programme does not have potential to cause unlawful discrimination. | Programmes and service provision will be available equitably to meet the diverse range of people of all ages | | **none** | The HIOW Public Health team undertook a needs assessment in November 2022. Ongoing reviews regarding data include Joint Strategic Needs Assessment. Ongoing delivery is monitored in contract review meetings and via National Drug Treatment Monitoring Service (NDTMS). Unmet need is considered as well as drug related deaths and themes and any identified patterns are presented to management team. | | **None** | The provider will provide information in formats that are suited to the person, using every-day, jargon-free language and will explain any technical terms when talking to the person and their family or carers. It will consider the person’s age, and any specific communication needs (for example because of learning disabilities, physical disabilities or cognitive impairments due to neurological conditions). | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages. Offering an accessible hub but also outreach to all ages. |
| **Disability**   1. **Physical** 2. **Mental heath**   (must respond to both a & b) | | **Positive impact:** the interventions provided by the service will remain unchanged. Providing support from centrally located hub which is accessible and will ensure risk assessments up to date, as well as offering outreach. Service priorities include co-occurring mental health and drug and alcohol condition and complex clients. Provides psychosocial interventions as part of delivery - The service works closely with partners and encourages training and workforce development to ensure the physical and mental health needs of clients are considered throughout support. Working closely with community mental health and co-occurring pathways as well as primary and acute care for physical and mental health needs. The service will comply with the Equality Act 2010. | **No:** The programme does not have potential to cause unlawful discrimination. | The service will comply Programmes and service provision will be available equitably to meet the diverse range of people regardless of disability | | **None** | **As Above** | | **None** | **As above** | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people regardless of disability, offering a tailored service |
| **Race**  (including ethnicity and nationality) | | **Positive impact:** The interventions provided by the service will remain unchanged. Underrepresented groups including black and minority ethnic groups priority for the service as indicated in Spec. The service is open to all with no exclusion criteria and offers a supportive environment. Service user engagement central to ethos of service. The service will comply with the Equality Act 2010. | **No:** The programme does not have potential to cause unlawful discrimination. | The programme and services will comply with the Equality Act 2010. The programme and services will be available equitably to meet the diverse range of people regardless of race | | **None** | **As Above** | | **None** | As Above | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people who meet the inclusion criteria of the service regardless of race. |
| **Religion or belief** (different faith groups/those without a faith) | | **Positive impact:** The drug and alcohol service will support people regardless of their religion and will embed equality and diversity policies. This includes targeted interventions that are tailored to specific groups and are culturally sensitive and acceptable to the communities.  The programme and service will comply with the Equality Act 2010 | **No:** The programme does not have potential to cause unlawful discrimination. | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people regardless of religion or belief. | | **None** | **As Above** | | **None** | As Above | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people regardless of religion or belief. |
| **Sex**  (Including Trans and non-binary – is your language inclusive of trans and non-binary people?) | | **Positive impact:** The interventions provided by the service will remain unchanged. Underrepresented groups including LGBTQ+ are a prioirty for service as outlined in Spec. The service is open to all with no exclusion criteria and offers a supportive environment. Service user engagement central to ethos of service. The service will comply with the Equality Act 2010. | **No:** The programme does not have potential to cause unlawful discrimination | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people regardless of sex. | | **None** | **As Above** | | **None** | As above | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people regardless of sex. |
| **Sexual orientation**  (is your language inclusive of LGB groups?) | | **Positive impact:** The interventions provided by the service will remain unchanged. Underrepresented groups including LGBTQ+ are a prioirty for service as outlined in Spec. The service is open to all with no exclusion criteria and offers a supportive environment. Service user engagement central to ethos of service. The service will comply with the Equality Act 2010. | **No:** The programme does not have potential to cause unlawful discrimination | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people regardless of sexual orientation. | | **None** | **As Above** | | **None** | As above | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people regardless of sexual orientation. |
| **Pregnancy and maternity** | | **Positive Impact:** The interventions provided by the service will remain unchanged. The Service works in partnership with Family Hubs and maternity to support those with drug and alcohol needs during pregnancy and parenthood. Recognising the importance of first 1001 days. Providing a flexible service. | **No:** The programme does not have potential to cause unlawful discrimination | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people including those who are pregnant / parents | | **None** | **As Above** | | **None** | As above | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people including those who are pregnant / parents |
| **Marriage and Civil Partnership** | | **No impact:** There are no specific services or interventions in place regarding this protected characteristic and no foreseeable impact (whether negative or positive) can be identified regarding this. | **No:** The programme does not have potential to cause unlawful discrimination | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people irrespective of a person’s marriage or civil partnership status | | **None** | **As Above** | | **None** | As above | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people irrespective of a person’s marriage or civil partnership status |
| **Gender reassignment** | | **No impact:** The interventions provided by the service will remain unchanged. The service will comply with the Equality Act 2010 | **No:** The programme does not have potential to cause unlawful discrimination | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people irrespective of a person’s status with regard to gender reassignment. | | **None** | **As Above** | | **None** | As above. | The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people irrespective of a person’s status with regard to gender reassignment. |
| In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ([SAPHRreports@iow.gov.uk](mailto:SAPHRreports@iow.gov.uk)), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge. | | | | | | | | | | | |
| **H.** **Review** | | | | | | | | | | | |
| How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?  Date of next review:  Service user involvement is an essential element of the service. Care Opinion is used, a robust volunteering and peer support programme in place. Regular consultation with service users and reps on groups within the service. Specification outlines:   * the active engagement of service users as active partners in their own treatment. * the participation of service users in the design and development of treatment programmes. * involvement in strategic development, commissioning, monitoring and evaluation * provision of a forum for current and former service users to comment upon the range and quality of services offered by the provider and to raise any concerns over access to services. * encouragement and support for service users to contribute to regular consultation opportunities that are then used by the provider as a tool for performance monitoring and continuous service improvement. * keeping service users informed of developments in services. * developing and delivering peer mentoring * developing mechanisms which allow anonymous feedback from service users and carers and demonstrating to commissioners that this is happening.   As part of specification development - focus group has taken place and others are planned for June/July 2024 | | | | | | | | | | | |
| **H.** **Sign-off** | | | | | | | | | | | |
| **Head of Service/Director/Headteacher** **sign off & date:** | | | | | Name:  Date: | | | | | | |
| **Legal sign off & date:** | | | | | Name: Danielle Harris    Date: 20 June 2024 | | | | | | |