

# Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

Title of proposal (include forward plan reference if available)	Co-operative working with Sandwell and West Birmingham Hospitals NHS Trust
Directorate and Service Area	Adult Social Care Health and Wellbeing - Public Health
Name and title of Lead Officer completing this EIA	Beverly Jones, Excellence Implementation Manager
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Names and titles of other officers involved in completing this EIA	Valerie Unsworth, Sexual Health Programme Manager Sarah Farmer, Children's Public Health Programme Manager
Partners involved with the EIA where jointly completed	N/A
Date EIA completed	October 2020
Date EIA signed off or agreed by Director or Executive Director	02/11/2020
Name of Director or Executive Director signing off EIA	Lisa McNally, Director of Public Health
Date EIA considered by Cabinet Member	XXXXXX

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

## 1. The purpose of the proposal or decision required (Please provide as much information as possible)

The council currently has a co-operative working arrangement with Sandwell and West Birmingham NHS Hospitals Trust which commenced on 1 October 2016 for a period of three years, extended for a further two years to September 2021. Therefore, this arrangement ends on 30 September 2021. There is a proposal to continue to use regulation 12(7) to make a direct award using a co-operative working arrangement for a period of three years from 1 Oct 2021 with an option to extend for a further two years subject to performance and review.

The following services are proposed to be provided:

Service	Annual Value*	Description
0-5 Services	Up to £6,384,100	This includes the Health Visiting Service, The Best Start Service (intensive home visiting programme) for vulnerable families and breastfeeding support services.
Sexual Health Services	Up to £2,000,000	Integrated Sexual Health Services including Domiciliary Care.
Infection Prevention Service	Up to £43,000	Consultation and support on infection control

## 2. Evidence used/considered

The operation of the co-operative working relationship has been assessed and is considered to satisfy the conditions of Public Contracts Regulations 2015, regulation 12(7).

The examples of real co-operative arrangements and joint tasks between the two contracting authorities include:

- Strategic
  - Co-operative working management board
  - Co-operative working steering group
  - Joint Annual Reviews
  - Joint Public Health Plan
  - Relationship Managers role
- Operational
  - Joint Audits in Health Visiting & Integrated Sexual Health Service
  - Joint creation of Best Start specification and Integrated Sexual Health Service
  - Co-location of Communications Leads
  - Joint development of Ready Steady Programme
  - Joint development and delivery of Antenatal & Early Years Programmes

Best Value has been demonstrated through the performance of the services contained within the arrangement.

### **Health Visiting & Best Start Services (0-5s Services)**

The Health Visiting service has performed well and improved year on year of the contract with the main KPI metrics being met and above target (over 95%) Any exceptions have been recorded and reported. The breastfeeding target was jointly reviewed mid-contract and re-set to a more realistic level. The Best Start Service has been reviewed following an extended pilot and has received positive reports from clients, staff and managers. The Co-operative Working Agreement has enabled us to work closely with the service managers to identify service improvements throughout the contract period which has led to better services for families in Sandwell.

### **Integrated Sexual Health Service & Domiciliary Care**

There has been improved performance of services. There have been joint audits and joint safeguarding projects completed. There has been co-location of council project manager with the Trust. Programmes have been jointly planned and developed (e.g. domiciliary care). There has been a joint approach to COVID-19 established. Joint working within the co-operative arrangement has improved services for the people of Sandwell.

### **Infection Prevention**

There has been joint attendance at Health Protection Board. Outbreak support for care homes and latent TB screening have been jointly delivered. Positive outcomes for the people of Sandwell have been achieved.

### **3. Consultation**

Sandwell and West Birmingham NHS Hospitals Trust have been consulted and are in support of this proposal. There has been no direct consultation with service users or wider stakeholders however consultations are undertaken as required for individual services that are delivered through the co-operative working arrangement.

### **4. Assess likely impact**

**Please complete the table below at 4a to identify the likely impact on specific protected characteristics**

#### 4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact	Negative Impact	No Impact	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
	✓	✓	✓	
<b>Age</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.
<b>Disability</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.

<b>Gender reassignment</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.
<b>Marriage and civil partnership</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.
<b>Pregnancy and maternity</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.
<b>Race</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.

<b>Religion or belief</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.
<b>Sex</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.
<b>Sexual orientation</b>			✓	Co-operative working is a strategic approach to how the council works with Sandwell and West Birmingham NHS Hospitals Trust for the achievement of shared health and social care outcomes. This approach and the services within are openly accessible to all protected groups. Separate EQIAs are undertaken in respected of development and commissioning decisions for individual services.
<b>Other</b>				

Does this EIA require a full impact assessment? **No**



If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

**5. What actions can be taken to mitigate any adverse impacts?**

**6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?**

**7. Monitoring arrangements**

The governance for co-operative working is via the Joint Co-operative Working Board. Each service within the co-operative working contract is subject to performance management and monitoring which includes monitoring service uptake and access.

**8. Action planning**

You may wish to use the action plan template below



Question no. (ref)	Action required	Lead officer/ person responsible	Target date	Progress

**9. Publish the EIA**

## Where can I get additional information, advice and guidance?

In the first instance, please consult the accompanying guide “Equality Impact Assessment Guidance”

### **Practical advice, guidance and support**

Help and advice on undertaking an EIA, using the electronic EIA toolkit or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Improvement and Efficiency. The officers within in Improvement and Efficiency will also provide overview quality assurance checks on completed EIA documents.

#### **Please contact:**

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