

# Equality Impact Assessment Template

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

**Version 4: January 2019**

Title of proposal <i>(include forward plan reference if available)</i>	Sexual Health Spend at University Hospitals Birmingham
Directorate and Service Area	Adult Social Care, Health and Well-being. Public Health.
Name and title of Lead Officer completing this EIA	Tom Richards Acting Sexual Health Project Manager – Public Health
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Names and titles of other officers involved in completing this EIA	
Partners involved with the EIA where jointly completed	
Date EIA completed	09/01/2021
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	
Date EIA considered by Cabinet Member	

**1. The purpose of the proposal or decision required**

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

**(Please provide as much information as possible)**

Genito-Urinary Medicine (GUM) and CaSH services are open access services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Public Health budget of Sandwell MBC. University Hospitals Birmingham NHS Foundation Trust (UHB) is Sandwell's second largest provider of these services.

On 21 January 2015 Cabinet gave approval for "Genito-Urinary Medicine (GUM) and Contraceptive and Sexual Health (CaSH) Direct Contract Award for the period 1 April 2015 to 31 March 2017, with an option to extend for up to two years with University Hospitals Birmingham NHS Foundation Trust (UHB). Following this decision the council currently pays UBH an advance block grant for CaSH attendances. UHB invoices the council for GUM attendances on a quarterly basis.

The council was unable to enter into contract but was still required to pay for the GUM and CaSH services delivered due to patient choice and to remain compliant with national guidelines. Additionally, entering into a contract with UHB is not currently permissible under the terms of the council's Co-operative Working Agreement covering sexual health services with Sandwell and West Birmingham Hospitals.

An exemption was sought and granted approving exemption from rule 20.8 of the council's Procurement and Contract Procedure Rules, to allow payment to University Hospital Birmingham NHS Foundation Trust (UHB) for delivered Genito-Urinary Medicine (GUM) and Contraceptive and Sexual Health (CaSH) services without a contract. The council currently pays UBH an advance block grant for CaSH attendances. UHB invoices the council for GUM attendances on a quarterly basis.

Analysis of the attendance numbers by Sandwell residents at UHB clinics for CaSH in the current financial year demonstrates that the current CaSH block payment agreed with UHB is too high. Additionally, changes in the way residents are accessing sexual health services due to the pandemic indicate that the number of residents going out-of-area to access UHB CaSH services is likely to decline, creating uncertainty about the appropriate value of future payments to UHB.

**2. Evidence used/considered**

### 3. Consultation

There have been consultations with the Health Protection Service Manager and the Public Health Procurement Manager, both agree with the approach to obtain a cabinet decision that seeks approval to move from a block grant to payment-by-activity for CaSH services.

### 4. Assess likely impact

Please give an outline of the overall impact if possible.

Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding)

UHB is the second largest provider determined by patient choice.

**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>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.
<b>Disability</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.

<b>Gender reassignment</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.
<b>Marriage and civil partnership</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.
<b>Pregnancy and maternity</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.
<b>Race</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.
<b>Religion or belief</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.

<b>Sex</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.
<b>Sexual orientation</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on this protected characteristic.
<b>Other</b>			✓	Genito-Urinary Medicine and Contraceptive and Sexual Health services are open access sexual health services. This means Sandwell patients can choose to attend services in any part of the country, the cost of which will be met by Sandwell MBC (out of Public Health Grant Funding). The decision does not affect service delivery so there is no impact on any other protected characteristic.

Does this EIA require a full impact assessment? Yes  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**



## 8. Action planning

You may wish to use the action plan template below



**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 or receiving training related to equalities legislation and EIAs is available to **all managers** across the council from officers within Service Improvement. The officers within Service Improvement will also provide overview quality assurance checks on completed EIA documents.

**Please contact:**

Kashmir Singh - 0121 569 3828