

For more information about the equality impact assessment process in commissioning, please see the EIA Guidance 2018 located in **Y:\HULLCCG\Corporate Templates and Forms\Equality and Diversity Information before completing your EIA.**

Equality Impact Assessment (EIA) - Service Specification

<p>Please briefly describe the service</p>	<p>Positive Assets – The Recovery College Employment Service</p> <p>The aim of this service is to enable people who use (or have previously used) Secondary Mental Health services to formulate and achieve their vocational ambitions; finding and keeping paid employment or self-employment in the ordinary labour market, or taking steps towards these goals in the form of volunteering, education and training.</p> <p>The service provides support to employers when clients have been placed into work, to assist the transition into work, identification of reasonable adjustment(s) and ways to manage wellbeing through adoption of Mental Health friendly workplace policies.</p>
<p>Name & roles of person / people completing the EIA:</p>	<p>Toni Yel, Head of Integrated Commissioning</p>
<p>Date of assessment:</p>	<p>October 2018 - 11.10.19</p>
<p>Who will be affected by this service / who will be the key beneficiaries?</p>	<p>The key beneficiaries of the service are people who have or are suffering from a mental health problem.</p>
<p>What data sources do you have about the population, disaggregated by protected characteristic that is relevant to this service specification? (e.g. research, clinical insight, monitoring data, complaints, engagement feedback etc.)</p>	<p>SystemOne Primary Care Module, Office of National Statistics, Health and Lifestyle (prevalence) survey for Adults in Hull, Care Quality Commission and The General Register Office.</p>
<p>Needs and issues</p> <p>What does this data tell you about the needs or issues affecting people from different protected characteristic groups, relevant to this service?</p>	
<p>General issues</p>	<p>NHS Hull Clinical Commissioning Group (CCG) population (people registered with a Hull GP practice) is approximately 301,000 people (Dec 2018). The resident population of Hull is approximately 260,000. NHS Hull CCG and Kingston upon Hull City Council boundaries are co-terminus. Life expectancy in Hull is lower than UK average (77 yrs for men and 80 yrs for women). The percentage of people aged 65+yrs out of the total population is currently</p>

estimated 15% but is expected to increase to 19% by 2030.

Many of the wider determinants of mental health, long term unemployment, offending, addiction, smoking, obesity, deprivation, violent crime, statutory homelessness, and children in poverty are worse in Hull than its surrounding areas. (Public Health England Profile 2016). Recently published data specifically for Hull indicates lower than expected number of adults in contact with mental health services who are in paid work or have settled accommodation. It is estimated by 2030 there will be approximately 50,900 people aged 65+year living in Hull and that 3 in 100 of them will be aged 90+ years. In Hull data (as at February 2019) informs that there are 2, 154 people with a dementia diagnosis which gives a diagnosis rate of 77.1%. The estimated prevalence for Hull is 2,793 meaning that we potentially have 639 people in the city undiagnosed.

In 2014 a survey of mental health service users carried out by the Care Quality Commission found that, among all those wanting to work, 26% said that they were definitely receiving support for work, 29% said that they were receiving support 'to some extent' for help or advice finding or keeping work, and 44% said that they were not receiving help finding or keeping work but would like some.

Race

This service is available to all regardless of race and no evidence has been found identifying particular inequalities on the grounds of race or nationality for this service

Note: Most requested languages in primary care in 2018: Polish (40% of all requests), followed by Arabic (17%), Romanian (9%), Russian (6%), Kurdish (5%), Farsi (3%).

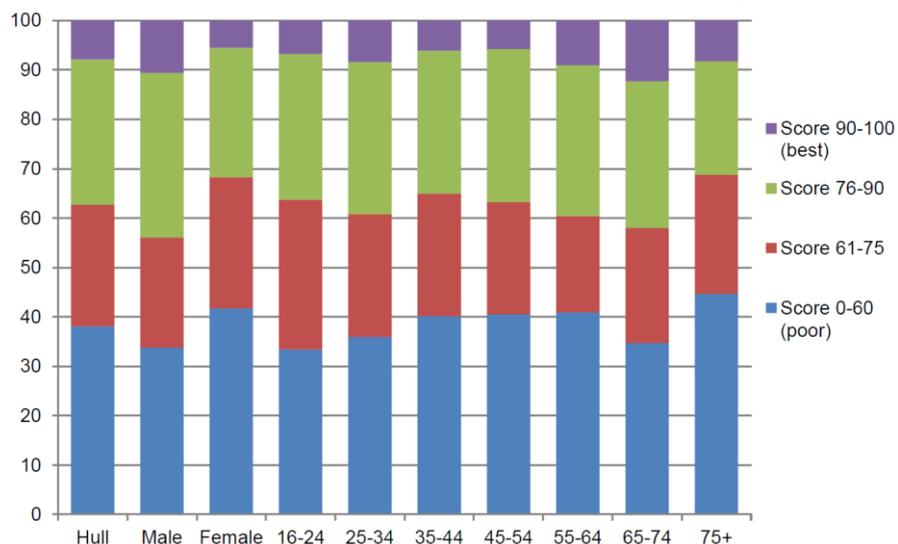
The Joint Commissioning Panel for Mental Health has published Guidance for Commissioners of Mental Health Services for people from black and minority ethnic communities. This guide describes what 'good' mental health services for people from Black and Minority Ethnic communities look like. This guide focuses on services for working age adults. However, it could also be interpreted for commissioning specialist mental health services, such as CAMHS, secure psychiatric care, and services for older adults.

Disability

The local Health & Lifestyle Survey 2016 suggests that 24.0% of the population of Hull have an illness or which limits daily activities. Adult disability type by number of people in Hull by age group (Source: Projecting Older People Population Information System and Projecting Adult Needs and Service Information – 2012 estimates)

	<table border="1"> <thead> <tr> <th data-bbox="633 76 1305 188">Disability Type</th> <th data-bbox="1305 76 2190 188">Number of people</th> </tr> </thead> <tbody> <tr> <td data-bbox="633 188 1305 260">Learning Disability (Age 18 – 64):</td> <td data-bbox="1305 188 2190 260">4,078</td> </tr> <tr> <td data-bbox="633 260 1305 331">Learning Disability (Age 65 and over):</td> <td data-bbox="1305 260 2190 331">762</td> </tr> <tr> <td data-bbox="633 331 1305 403">Physical Disability – Moderate (Age 18 – 64):</td> <td data-bbox="1305 331 2190 403">12,222</td> </tr> <tr> <td data-bbox="633 403 1305 475">Physical Disability – Serious (Age 18 – 64):</td> <td data-bbox="1305 403 2190 475">3,491</td> </tr> <tr> <td data-bbox="633 475 1305 547">Visual Impairment (Age 18 – 64):</td> <td data-bbox="1305 475 2190 547">108</td> </tr> <tr> <td data-bbox="633 547 1305 619">Visual Impairment (Age 65 and over):</td> <td data-bbox="1305 547 2190 619">3,263</td> </tr> <tr> <td data-bbox="633 619 1305 691">Hearing Impairment – Moderate or Severe (Age 18 – 64):</td> <td data-bbox="1305 619 2190 691">5,765</td> </tr> <tr> <td data-bbox="633 691 1305 762">Hearing Impairment – Moderate or Severe (Age 65 and over):</td> <td data-bbox="1305 691 2190 762">15,707</td> </tr> <tr> <td data-bbox="633 762 1305 834">Hearing Impairment – Profound (Age 18 – 64):</td> <td data-bbox="1305 762 2190 834">49</td> </tr> <tr> <td data-bbox="633 834 1305 906">Hearing Impairment – Profound (Age 65 and over):</td> <td data-bbox="1305 834 2190 906">402</td> </tr> </tbody> </table>	Disability Type	Number of people	Learning Disability (Age 18 – 64):	4,078	Learning Disability (Age 65 and over):	762	Physical Disability – Moderate (Age 18 – 64):	12,222	Physical Disability – Serious (Age 18 – 64):	3,491	Visual Impairment (Age 18 – 64):	108	Visual Impairment (Age 65 and over):	3,263	Hearing Impairment – Moderate or Severe (Age 18 – 64):	5,765	Hearing Impairment – Moderate or Severe (Age 65 and over):	15,707	Hearing Impairment – Profound (Age 18 – 64):	49	Hearing Impairment – Profound (Age 65 and over):	402
Disability Type	Number of people																						
Learning Disability (Age 18 – 64):	4,078																						
Learning Disability (Age 65 and over):	762																						
Physical Disability – Moderate (Age 18 – 64):	12,222																						
Physical Disability – Serious (Age 18 – 64):	3,491																						
Visual Impairment (Age 18 – 64):	108																						
Visual Impairment (Age 65 and over):	3,263																						
Hearing Impairment – Moderate or Severe (Age 18 – 64):	5,765																						
Hearing Impairment – Moderate or Severe (Age 65 and over):	15,707																						
Hearing Impairment – Profound (Age 18 – 64):	49																						
Hearing Impairment – Profound (Age 65 and over):	402																						
Gender / Sex	<p data-bbox="633 959 2190 1038">2016 estimates for Hull identify that the male population is 148,103 individuals and for the female population is 144,934 individuals. No evidence found identifying particular issues or inequalities linked to gender.</p> <p data-bbox="633 1070 2190 1110">Hull’s Healthy Lifestyle Survey 2014 – Mental Health</p> <p data-bbox="633 1110 2190 1321">The average Mental Health Index was 67.3 and was slightly higher for men (69.9) compared to women (65.2). The highest scores denoting the best mental health were for those aged 65-74 years followed by those aged 16-24 and 25-34 years, and those aged 35-44 and 45-54 years had the lowest (worst) average scores, however, the differences in the average scores were not particularly large (only 5 points on a 100 point scale). Arbitrarily, a score of 0-60 was used to denote relatively poor mental health, and 38.1% of the survey responders had such a score (33.8% of men and 41.7% of women) as illustrated in Figure 40.</p>																						

Figure 40: Mental Health Index (overall, and by gender and age)



Around a third or just over had a score of 0-60 for those aged 16-34 years and 65-74 years, and the highest percentage having a 0-60 score was among those aged 75+ years.

Gender reassignment

We currently have no information in regards to those that are in secondary mental health services in relation to gender reassignment. Gender reassignment service is commissioned via NHS England and psychological support is part of the package of care. That is not to say that we will not have some people in the services who have undergone gender reassignment receiving secondary mental health services, but this information has not been a requirement from the provider in the current contracting information.

Sexual orientation

There are no statistics for how many LGB people live within Hull. However, the Office of National Statistics in 2017 estimates that 4.2% of the national population identify as LGB.

Religion or belief

According to the Hull Data Observatory the majority of the population is of Christian belief – 54.9% No evidence found identifying particular issues or inequalities linked to religion or belief

Age

Kingston Upon Hull Data Observatory 2018

Aged 15 - 19 (No) 2018	13950
Aged 20 - 24 (No) 2018	21824
Aged 25 - 29 (No) 2018	23017
Aged 30 - 34 (No) 2018	19994

	<p>Aged 35 - 39 (No) 2018 16854 Aged 40 - 44 (No) 2018 14542 Aged 45 - 49 (No) 2018 16103 Aged 50 - 54 (No) 2018 16762 Aged 55 - 59 (No) 2018 15991 Aged 60 - 64 (No) 2018 13313 Aged 65 - 69 (No) 2018 11707 Aged 70 -74 (No) 2018 10326 Aged 75 - 79 (No) 2018 6888 Aged 80 - 84 (No) 2018 5439 Aged 85 - 89 (No) 2018 3141 Aged 90 + (No) 2018 1496</p> <p>The local ageing population increases demand on a number of specialties, with ever growing waiting time and demand for management of conditions that have been initially dealt with within services outside of Primary Care. The age criteria for the service is 16 – 70.</p>
Pregnancy and maternity	JSNA 2014 shows the fertility rate in Hull is now aligned with the national rate.
Marriage or civil partnership	There have been 125 recorded civil partnership formations in Hull between 2008 and 2017. No evidence of impact or inequalities for this characteristic.
Any other relevant groups (e.g. carers, veterans, asylum seekers and refugees, socio-economic disadvantage)	<p>Kingston Upon Hull Data Observatory</p> <p>12% of households in Hull are in fuel poverty</p> <p>27.4% of children under 16 live in poverty</p> <p>34,500 families (including 59,800 children) receive Child Benefit.</p> <p>25,500 families (including 42,900 children) receive Tax Credits</p> <p>8,400 families (including 16,300 children) are out of work.</p> <p>Breast cancer in England is less common in females living in the most deprived areas</p>
How has engagement informed your service specification?	We have undertaken a review of the service specification due to changes in recent years on the provision driven by best practice and user feedback; this has led to the service developing, in conjunction with commissioners, in a positive way. The service has engaged with all users of their services, employers, local job centres, secondary mental health clinicians and practitioners, training providers and Recover College students/users.
How has engagement reached out to groups representing a diverse range of protected characteristics?	The service has reached out to those people who have utilised the service, and other users of secondary mental health services that have not – anyone who has a secondary mental health issue/problem/diagnosis.
What has been put in place to ensure the accessibility	The service is available to anyone who is suffering from mental health problems and aged over

and acceptability of the service design?	16yrs to 70yrs.
How does service design reflect the insight gained through engagement (of different population groups)?	The ultimate change has been to deliver key principles of Individual Placement and Support. The support required to businesses and employers and additional individual service user support, having a named employment specialist. Employment information sessions within secondary mental health teams.
Has your equality analysis identified any specific outcomes that need to be incorporated into the service specification (beyond what is required in the standard contract)?	Nothing identified.
How will you feedback to the groups you have engaged about service design?	Ongoing as part of the service delivery.

Follow up actions

Action required	By whom?	By when?
Review this EqIA in line with equality data reported by provider, both in terms of service uptake and service user experience of access and inclusion.	NHS Hull CCG Contracting & Commissioner	March 2020

Signoff

Signed off by:	Mike Napier, Associate Director of Corporate Affairs	Date:	13.12.19
Name & Role			