

Tameside & Glossop Strategic Commission Equality Impact Assessment (EIA) Form

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| Subject / Title | Development of Tameside and Glossop Children and Young People's Emotional and Mental Wellbeing Community Offer |
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| Team | Department | Directorate |
|-----------------------------|----------------------------------------|----------------------------------------|
| Starting Well Commissioning | Population Health CCG Commissioning | Population Health CCG Commissioning |

| Start Date | Completion Date |
|------------|-----------------|
| 28/09/2020 | 17/12/2020 |

| | |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------|
| Project Lead Officer | Charlotte Lee, Population Health Programme Manager |
| Contract / Commissioning Manager | Pat McKelvey, Strategic Lead for Starting Well and MH |
| Assistant Director/ Director | Debbie Watson, Assistant Director of Population Health Jessica Williams, Director of Commissioning |

| EIA Group (lead contact first) | Job title | Service |
|-----------------------------------|-----------|---------|
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PART 1 – INITIAL SCREENING

An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery and/or provision. Note: all other changes – whether a formal decision or not – require consideration for an EIA.

The Initial screening is a quick and easy process which aims to identify:

- *those projects, proposals and service or contract changes which require a full EIA by looking at the potential impact on, or relevance to, any of the equality groups*
- *prioritise if and when a full EIA should be completed*
- *explain and record the reasons why it is deemed a full EIA is not required*

A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon, or relevance to, people with a protected characteristic. This should be undertaken irrespective of whether the impact or relevancy is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.

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| <p>1a.</p> | <p>What is the project, proposal or service / contract change?</p> | <p>The funding for current services that are commissioned to support children and young people with their emotional health and wellbeing (assigned to the Getting Advice and Getting Help of the THRIVE Framework), will be pooled together to develop a seamless Community Offer for children, young people and their families. The pooled funding is that from Population Health and CCG, the funding will also see an increase. This would mean that current service contract and grants will come to an end.</p> |
| <p>1b.</p> | <p>What are the main aims of the project, proposal or service / contract change?</p> | <p>The main aims of the Community Offer are:</p> <ul style="list-style-type: none"> - Supporting children and young people individually with their emotional health and wellbeing through a range of options, that are delivered in view of the young person’s needs and wishes, and that is it delivered locally across the neighbourhoods, as well as digitally. - Supporting children and young people collectively and appropriate with their emotional health and wellbeing e.g. access to workshops around exam stress, anxiety etc. Delivered somewhat similar to the above. - Supporting others to support the children and young people – this could be a family members or a trusted adult e.g. a teacher, or through programmes that enable a mental health informed community that reduce stigma of mental health. - Enable peer support amongst young people, through young person lead training. - Programmes to support positive wellbeing, such as building of the assets of children and young people e.g. engagement in sport, music etc... - Development of an accessible emotional wellbeing library of ideas and information (self-guidance and support). |

1c. Will the project, proposal or service / contract change have either a direct or indirect impact on, or relevance to, any groups of people with protected equality characteristics?

Where there is a direct or indirect impact on, or relevance to, a group of people with protected equality characteristics as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.

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| Protected Characteristic | Direct Impact/ Relevance | Indirect Impact/ Relevance | Little / No Impact/ Relevance | Explanation |
|--------------------------|--------------------------|----------------------------|-------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| Age | ✓ | | | Current services and the Community Offer will be used by children aged 10-18. |
| Disability | | ✓ | | Some children and families with disabilities will use current services and will use the Community Offer. |
| Ethnicity | | ✓ | | Some children and families from different ethnic backgrounds will use current services and will use the Community Offer. |
| Sex | | ✓ | | Different sexes will use current services and will use the Community Offer. |
| Religion or Belief | | ✓ | | Some children and families from different religion, cultural and belief backgrounds will use current services and will use the Community Offer. |
| Sexual Orientation | | ✓ | | Some children and families with different sexual orientation background will use current services and will use the Community Offer. |
| Gender Reassignment | | ✓ | | Some children and families with gender reassignment will use current services and will use the Community Offer. |
| Pregnancy & Maternity | | | ✓ | The current services and the Community Offer are |

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| | | | | not used by pregnant women, unless they have a child who is accessing the current/ service community offer. |
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| Marriage & Civil Partnership | | | ✓ | The current services and the Community Offer will have little impact on marriages or civil partnerships, but may support children, young people and families where this may be identified as an issue. |
| Other protected groups determined locally by Tameside and Glossop Strategic Commission? | | | | |
| Group (please state) | Direct Impact/Relevance | Indirect Impact/Relevance | Little / No Impact/Relevance | Explanation |
| Mental Health | ✓ | | | Current services and the Community Offer will be support children and young people with getting advice, getting help for their emotional and mental wellbeing. This will include support families too. |
| Carers | | ✓ | | Some children using current services will be carers, and will have full access to the Community Offer. |
| Military Veterans | | | ✓ | Little impact but some of the children and young people access current services and who will access the Community Offer may have families member who are Military Veterans. |
| Breast Feeding | | | ✓ | Little impact but some of the children and young people access current services and who will |

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| | | | | access the Community Offer may have families member who are breastfeeding. |
| Special Educational Needs and Disabilities (SEND) | | ✓ | | Young people accessing autism or ADHD services, or those with additional needs may access the Community Offer |
| Cared for Children | | ✓ | | Children who are cared for may access the Community Offer if they live in Tameside and Glossop |

Are there any other groups who you feel may be impacted by the project, proposal or service/contract change or which it may have relevance to?

| Group (please state) | Direct Impact/Relevance | Indirect Impact/Relevance | Little / No Impact/Relevance | Explanation |
|-------------------------|----------------------------|------------------------------|---------------------------------|--------------------------------------------------------------------------------------------------------------|
| Low or no income groups | | ✓ | | Some children and families with low or no income will use current services and will use the Community Offer. |

“Low or no income groups” should be included as a key consideration when assessing the impact of your project, proposal, policy or service/contract change.

Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.

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| 1d. | Does the project, proposal or service / contract change require a full EIA? | Yes | No |
| | | ✓ | |
| 1e. | What are your reasons for the decision made at 1d? | As the development of a Community Offer for children and young people’s emotional and mental wellbeing, ultimately means decommissioning current services, a full EIA would be beneficial to mitigate identified risk factors. | |

If a full EIA is required please progress to Part 2.

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PART 2 – FULL EQUALITY IMPACT ASSESSMENT

2a. Summary

An EIA for the development of the Tameside and Glossop Children and Young People's Emotional and Mental Wellbeing Community Offer is being undertaken as it is a transformation programme to improve outcomes associated with children and young people's mental health. The transformational programme means a significant shift in the ways current services are delivered.

The funding for current services that are commissioned to support children and young people with their emotional health and wellbeing (assigned to the Getting Advice and Getting Help of the THRIVE Framework), will be pooled together to develop a seamless Community Offer for children, young people and their families. The pooled funding is that from Population Health and CCG, the funding will also see an increase. This would mean that current service contract and grants will come to an end on 31st August 2021.

Just some of the key deliverables for the developing Community Offer will include:

- Supporting children and young people individually with their emotional health and wellbeing through a range of options, that are delivered in view of the young person's needs and wishes, and that is it delivered locally across the neighbourhoods, as well as digitally.
- Supporting children and young people collectively and appropriate with their emotional health and wellbeing e.g. access to workshops around exam stress, anxiety etc. Delivered somewhat similar to the above.
- Supporting others to support the children and young people – this could be a family members or a trusted adult e.g. a teacher, or through programmes that enable a mental health informed community that reduce stigma of mental health.
- Enable peer support amongst young people, through young person lead training.
- Programmes to support positive wellbeing, such as building of the assets of children and young people e.g. engagement in sport, music etc...
- Development of an accessible emotional wellbeing library of ideas and information (self-guidance and support).

A key aim of the Community Offer is that it is a collaborative offer delivered together by providers, instead of single services that in the main support children on a one to one basis and are delivered in the venue of provider. The new offer will offer a range of interventions in a range of places, rather than at present where support is currently Ashton or Hyde centric.

Moving into a Community Offer should not have any negative impacts of children and young people with protected characteristics, if anything, the Community Offer will positively impact as access will be improved and a wider range of interventions and support programmes will be live. However, in this it is vital that engagement with children and young people and their parents/carers from a range of backgrounds and communities is ongoing so that Community Offer can evolve.

A potential negative impact is the risk of lack of communication around a transition of a Community Offer. To mitigate this a clear communication plan needs to developed and shared by all parties.

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| 2b. Issues to Consider |
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| <ul style="list-style-type: none"> - A key issue to consider is the communication around the Community Offer as services currently in contract will come to a natural end. Residents, stakeholders and referrers will need information to understand what the Community Offer is, what it will do, and how it can be accessed. - That children and young people currently in service are not 'lost' as services change, and the new Community Offer comes into form, and that Providers are appropriately supporting young people into the new Community Offer. - That the Community Offer meets the needs and wishes for children, young people and families – poor mental health can affect anyone but particularly the Community Offer will need to support children, young people and families who are higher risk such as those with characteristics: LGBT+¹, Young Carers², vulnerable as identified through Children's Services^{3,4} and those from low to no incomes backgrounds⁵. - That the Community Offer is able to support the local need in Tameside and Glossop as detailed in the Tameside and Glossop Children and Young People's Local Transformation Plan⁶. - That the Community Offer meets national guidance and policy, such as the NHS Long Term Plan⁷, the Green Paper⁸, Future in Mind⁹ and the evidence of intervention put forward by Public Health England¹⁰. |

| 2c. Impact/Relevance |
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| <p>The development and implementation of the Community Offer for emotional and mental wellbeing in Tameside and Glossop should have no negative impact on children, young people and their families. The development of the Community Offer seeks to improve and simplify processes and places to access to mental health support, increase delivery of support, and most importantly be adaptable to a range of needs of children and young people identified within the Getting Advice and Getting Help elements of the THRIVE model. The Community Offer will continuously evolve</p> |

¹ <https://www.mentalhealth.org.uk/statistics/mental-health-statistics-lgbt-people>

² <https://www.mentalhealth.org.uk/statistics/mental-health-statistics-carers>

³ <https://www.rcpsych.ac.uk/mental-health/parents-and-young-people/information-for-parents-and-carers/domestic-violence-and-abuse-effects-on-children>

⁴ https://www.who.int/violence_injury_prevention/violence/activities/adverse_childhood_experiences/en/

⁵ <https://www.mentalhealth.org.uk/sites/default/files/Poverty%20and%20Mental%20Health.pdf>

⁶ <https://www.tamesideandglossopccg.org/getmedia/56562a7d-da35-453a-91aa-a4652c155a71/CYP-emotional-wellbeing-and-mental-health-transformation-plan-20152020>

⁷ <https://www.longtermplan.nhs.uk/>

⁸ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664855/Transforming_children_and_young_people_s_mental_health_provision.pdf

⁹ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/414024/Childrens_Mental_Health.pdf

¹⁰ <https://www.gov.uk/government/publications/children-and-young-peoples-mental-health-prevention-evidence>

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through a children and young people’s co-production network.


An impact that could be identified is that children and young people - those that transition from current services to the new Community Offer are confused by the changes or are unsure of where to seek advice and help, and therefore may not obtain the support required at the right time. This also applies to parents, and professionals working with children and young people.

| 2d. Mitigations <i>(Where you have identified an impact/relevance, what can be done to reduce or mitigate it?)</i> | |
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| Meet the needs of children and young people from all backgrounds | Co-production has a pivotal point in the development of the Community Offer, it is important that this remains through the process of procurement, implementation and review. |
| Transition of Services to Offer | A clear communication plan will need to be developed for children and young people, families, and to professionals including schools. The communication plan will need to be system wide meaning it is shared by the Strategic Commission and Providers. |

2e. Evidence Sources


Strategic Commissioning Board – September 2020:
<https://tameside.moderngov.co.uk/ieListDocuments.aspx?CId=303&MId=5074&Ver=4>

Market Engagement Event:




CYP Emotional and Mental Wellbeing C

Engagement with children and young people, some of whom with lived experienced of poor mental health:



TG_Report_FINAL1 docx.pdf

Co-production workshop with children and young people, stakeholders, providers and commissioners:



DRAFT TG CYP REPORT v1.0.pptx

Parent and Carer Focus Groups:
 To take place in January 2021

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| 2f. Monitoring progress | | |
|-----------------------------------|---------------|---------------------|
| Issue / Action | Lead officer | Timescale |
| Communication Plan for Transition | Charlotte Lee | Spring/ Summer 2021 |

| Signature of Contract / Commissioning Manager | Date |
|-----------------------------------------------|----------|
| <i>P. McKelvey</i> | 18/12/20 |
| Signature of Assistant Director / Director | Date |
| <i>D Watson</i> | 23/12/20 |