

Equality Impact Assessment and Analysis - Evaluation Tool

Name of service / function / issue under consideration:	Recommissioning the Wellbeing College in South Gloucestershire
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Date of the last completed EqIAA relating to the service / function / issue under consideration:	N/A
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Context:	<p>South Gloucestershire Mental Health Partnership (SGMHP) are reviewing the role of the existing college with the intention of aligning it with a new integrated model for healthy lifestyle and wellbeing services from April 2019. The plan is to invite expressions of interest for the provision a Wellbeing College in South Gloucestershire for 2018/19.</p> <p>The Wellbeing College will be expected to deliver improved outcomes against the following recommendations from the 2015 adult mental health needs assessment:</p> <ol style="list-style-type: none"> 1. Promote individual resilience, self-management and positive mental health, including the 5 ways to wellbeing. 2. Focus on co-production of services with service users, carers and the VCSE sector. 3. Support VSCE organisations to build and sustain capacity in mental health and wellbeing services building on an asset based approach. 4. Support the development of more peer support groups. 5. Proactively work with communities known to be at high risk of mental ill health such as Gypsies and Travellers, Adults with Learning Difficulties, victims of domestic violence, offenders, substance misusers, ex-offenders and people with long term conditions. <p>The current college model was first commissioned in April 2016. This model was jointly developed by a partnership of three funded organisations. These were Second Step, Southern Brooks and Kingsmeadow Flat.</p> <p>In addition to these three organisations, Merlin Housing and Avon and Wiltshire Mental Health Partnership (AWP) have provided important leadership and input. Merlin have also hosted the college and supported with staffing for delivery, training and marketing.</p> <p>These key organisations and a range of other community partners have been delivering sessions for the college since 2016 and a number of key processes and strategies have developed during this time. However, the model has been reviewed and it is felt it needs simplifying and a single lead organisation co-ordinating the programme has been agreed as the best way forward. It is hoped this new model will resolve some of the current performance issues without losing the range of skills and knowledge current partners bring to the WBC.</p>
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DEMAND	<p>Is there any indication or evidence (locally or nationally) that different groups will have different needs, experiences, issues or priorities in relation to service / function / issue under consideration?</p> <p><i>NB. Primary source of evidence should be locally collected evidence; if none is available, national data can be used in its place.</i></p>	Age	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Disability	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Gender Reassignment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Marriage & Civil Partnership	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>
		Pregnancy & Maternity	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Race	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Religion or Belief	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sex	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sexual Orientation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		More information is needed	<input type="checkbox"/>		

OUTCOMES	<p>Is there any indication or evidence (locally or nationally) that different groups will have participation levels, satisfaction levels or outcomes in relation to service / function / issue under consideration?</p> <p><i>NB. Primary source of evidence should be locally collected evidence; if none is available, national data can be used in its place.</i></p>	Age	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Disability	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Gender Reassignment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
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		Sexual Orientation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		More information is needed	<input type="checkbox"/>		

Describe the evidence and what it tells you.

Evidence in respect of different groups

There is clear evidence that different groups have different needs, experiences, issues and priorities in respect of mental health. There is also clear evidence that different groups have different participation levels in respect of services as well as experiencing different outcomes.

These differences are set out clearly in:-

- [The EqIAA relating to the Children and Young People's Mental Health Strategy](#)
- [South Gloucestershire Adult Mental Health and Wellbeing Needs Assessment](#)
- [The Joint Strategic Needs Assessment \(JSNA\)](#)

The evidence contained in the above documents clearly demonstrates the differing levels of demand and outcomes relating to the protected characteristic groups as identified in the Equality Act 2010.

The Wellbeing College in South Gloucestershire – evidence to date

There were 383 wellbeing courses and taster sessions delivered between 1st April 2016 and 31st March 2017. There were 453 service users who benefited from the wellbeing courses and taster sessions. Looking at the demographic patterns of the Wellbeing College users, those who came from the following groups:-

Females

People from Minority Ethnic backgrounds

People of working age

Disabled People

Had a high level of attendance (i.e. overrepresented within the service compared to the general South Gloucestershire population). This demonstrates links to need as evidenced in the above linked documents.

A recommendation from a recent evaluation of the service was that there was a requirement to improve the data collection by the service providers. Improvement should be focused upon collecting complete and accurate data in line with the council's core equalities dataset, mental health priority groups, improvement in four wellbeing domains and social isolation scores, and in-depth qualitative feedback to demonstrate effectiveness of the interventions and to aid ongoing learning.

In order to improve the data collection and to ensure an increase in the number of service users benefitting from the service, it is intended to place the management of the core processes relating to the operation of the Wellbeing College (such as taking bookings, responding to communications, updating and maintaining the participant database, collating all contact and demographic information and outcome data) within South Gloucestershire Council's Public Health team and there is sufficient budget in place to achieve this.

By placing the overall management and operation of the core processes with the Council, we anticipate a substantial positive impact on those service users within the protected characteristic groups. By enabling better data monitoring and outcome data, we can ensure that those service users with protected characteristics, who are more likely to suffer mental ill-health, are able to access appropriate and also tailored courses and sessions delivered by the college.

Impact on Protected Characteristic groups:

Positive: Low Moderate Substantial
 Negative: Low Moderate Substantial Catastrophic

Impact on Council reputation: Positive Negative Neutral

Financial Implications: Small Medium High

List the Sources of evidence you have used:

Evaluation of the South Gloucestershire Wellbeing College 2017
[The EqIAA relating to the Children and Young People's Mental Health Strategy](#)
[South Gloucestershire Adult Mental Health and Wellbeing Needs Assessment](#)
[The Joint Strategic Needs Assessment \(JSNA\)](#)

Considering the evidence and what it tells you about impacts, are there any actions that are currently being taken which mitigate negative impact and/or improve on a positive impact?

Changing the operation of the current service provides clear opportunities to improve access to the Wellbeing College and ensure more service users can benefit, particularly those with protected characteristics and those most at risk of mental ill-health.

What further actions will be taken?

Carry out a full review the new operational model of the Wellbeing College within 12 months of implementation.

Conclusions

A full EqIAA is required, tick here: (this may take 6 to 12 months to complete)

It is not considered that a full EqIAA is required in respect of this activity. This is because full EqIAAs have already been conducted in respect of the CYP and Adult Mental Health Strategies and additionally the JSNA and the Adult Mental Health and Wellbeing Needs Assessment have been very recently conducted and are up-to-date in their assessments and findings.

The key development sought via the recommissioning of the Wellbeing College for South Gloucestershire is the placement of overall management and operation of the core processes with the Council. This brings clear opportunities to further develop and enhance the impact across South Gloucestershire of the Wellbeing College activities. It is noted that, in particular, this includes positively impacting upon people with protected characteristics. Particular issues relating to the protected characteristic groups have been clearly identified and enhancing the management and operation of core processes will allow for the ongoing monitoring of impact in respect of protected groups, which will ultimately lead to improvements in practice which are relevant and appropriate to the diverse needs of residents. As a result, it is anticipated that outcomes of the Wellbeing College will be enhanced.

Signed by officer responsible for the service/function/issue under consideration.

This work has been carried out correctly and accurately:

Job Title: Commissioning Manager CAH, Public Health Programme Lead

Date: September – October 2017