

Appendix 2

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Management of Public Health Drugs and Alcohol Grant 2022-2025	
Directorate: Public Health	Service area: Commissioning
Lead person: Jacqui Wiltschinsky	Contact: Jacqueline.Wiltschinsky@rotherham.gov.uk
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
The Public Health team are preparing for the management of an OHID grant to the support the drug and alcohol services.
To inform the commissioning process, targeted groups are being asked to share their experiences of the current service. This will enable commissioners to identify potential gaps in service as well as areas of excellence. The information will be used to improve the service design prior to retendering for the service.

This service is funded through an OHID grant and will support the wider Public Health aim with the delivery of the Rotherham Health and Wellbeing Strategy which sets out 4 priorities:

- All children get the best start in life and go on to achieve their potential
- All Rotherham people enjoy the best possible mental health and wellbeing and have a good quality of life
- All Rotherham people live well for longer
- All Rotherham people live in healthy, safe and resilient communities

It is important to ensure that the process listens and learns from people who use the service, professionals, and partners through the use of a thorough consultation and market engagement exercise.

3. Relevance to equality and diversity

All the Council’s strategies/policies, services/functions affect service users, employees, or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	Yes	
Could the proposal affect service users?	Yes	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	Yes	
Have there been or likely to be any public concerns regarding the proposal?	Yes	
Could the proposal affect how the Council’s services, commissioning or procurement activities are organised, provided, located and by whom?	Yes	
Could the proposal affect the Council’s workforce or employment practices?		No

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

The Service operates a single point of access (SPA) and referrals are disseminated accordingly. The Service also links with other agencies and partners such as Housing and Early Help to ensure wider accessibility to the service.

It is known that poor physical and mental health is disproportionately experienced by some of the most vulnerable members of our local communities and the recommissioned service will aim to address inequality in health as a general principle, and to prioritise certain target groups.

It will be key to ensure that the specification for the recommissioned service clearly sets out the above requirements to ensure equal access and outcomes across all of Rotherham's communities whilst ensuring that no protected equalities group is being unintentionally disadvantaged or excluded.

To ensure that the recommissioning process identifies any barriers to access, gaps in provision or shortfalls in expected outcomes which may have resulted from either the current service design or delivery, comprehensive consultation will be undertaken.

A Consultation plan has been developed which, through the use of management briefings, team meetings, questionnaires, market engagement, and partnership events will highlight any areas of weakness or strength in the current service design to inform the retender.

There is currently a gap in the information that can be obtained from those that have never accessed support for drug and alcohol misuse. The needs assessment and consultation event are supporting in filling these gaps via other stakeholders including Housing, Probation services, the youth offending team etc. The outcomes will be used to support in shaping a service which will offer equality and diversity for Rotherham residents who require support with substance misuse.

The proposal is for an 'all age' service, within this service the specification will ensure that different age groups have a slightly different service offer in line with consultation outcomes, what has worked well previously and national guidance. Additionally, to this, all people who use the service that require enhanced support will be given a personalised care plan which will be developed with the service user to ensure an individualised approach.

- **Key findings**

Data from the needs assessment identifies that it will be key to consider access and outcomes for the following groups:

- People with a disability
- People with mental health conditions
- Unemployed people and those with low incomes
- Criminal offenders
- Victims of domestic violence, sexual exploitation and child exploitation
- Homeless people
- Children and Young People
- Dependant adults

The consultation will inform how these groups experience the Service currently.

Intelligence and analysis are required to identify any further groups who should also be subject to consultation to ensure that no protected equalities group is being unintentionally excluded.

Work will be undertaken through partnership meetings to strengthen pathways between agencies and services including voluntary services to support vulnerable groups and to ensure they are supported in a timely manner.

In addition an action plan will be developed ensuring the grant meets the requirements of the newly published drugs strategy ([From harm to hope: A 10-year drugs plan to cut crime and save lives](#)).

- **Actions**

The consultation will allow us to gain insight into the outcomes and views of people who currently use the service; the questionnaire will have an Equality and diversity section which will allow us to identify both individual differences and trends across specific groups.

The needs assessment will also feed into the outcomes for specific groups.

The information provided will identify what works well for some and not so well for others within our current service. This information will then be used to inform the new service model and ensure that equality and diversity is considered in every aspect of the specification; allowing an accessible service for all of Rotherham’s residents who require support with drug and alcohol misuse.

Date to scope and plan your Equality Analysis:	Planning began: July 2021
Date to complete your Equality Analysis:	01/06/2022
Lead person for your Equality Analysis (Include name and job title):	Jacqui Wiltchinsky PH Consultant

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Jacqui Wiltchinsky	Public Health consultant	01/06/2022
Anne Charlesworth	Head of Public Health Commissioning	01/06/2022
Jessica Brooks	Public Health Specialist	01/06/2022

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	01/06/2022
Report title and date	Management of Public Health Drugs and Alcohol Grant 2022-2025
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	Will be submitted to on the xx to go to Cabinet on 11 th July 2022
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	07/06/2022