

**Appendix D**

**Equality Impact Analysis (EIA)  
Resident/Service User**

Please refer to the guidance and initial Equality Impact Analysis before completing this form.

<b>1. Details of function, policy, procedure or service:</b>	
Title of what is being assessed: Adults Prevention Third Party Spend review <b>Barnet Asian Women’s Association – Mental Health and Wellbeing Support for Asian Women</b>	
Is it a new or revised function, policy, procedure or service? Revised function	
Department and Section: Commissioning Group, Adults and Health	
Date assessment completed: July 2016	
<b>2. Names and roles of people completing this assessment:</b>	
Lead officer	Paula Arnell, Joint Commissioning Manager Mental Health
Stakeholder groups	Council departments: Adults DU, Commissioning Group, Family Services, Housing Barnet CCG Councillors Residents
Representative from internal stakeholders	
Representative from external stakeholders	
Delivery Unit Equalities Network rep	
Performance Management rep	
HR rep (for employment related issues)	
<b>3. Full description of function, policy, procedure or service:</b>	
Please describe the aims and objectives of the function, policy, procedure or service	
<p>Barnet’s Corporate plan points to the need to build strong, healthy and successful communities and to fundamentally and transparently rethink future service delivery options by build greater community resilience. These changed relationships with Borough partners and residents means services will be delivered differently and the Community participation and volunteering strategies will enable residents to become more involved in local priorities and make the most of our community assets for the benefit of all our communities.</p> <p>This proposal, to reduce spending with culturally specific organisations, is linked to the enablement of service users to self-manage their mental health and wellbeing through partnership working with Barnet CCG and the Ageing well strategy. The Council is delivering an integrated, community based locality team model, which is planned to offer mental health and wellbeing services through the Barnet Wellbeing Hub and collaborative service organisations based in the community. This wellbeing hub activity is currently being piloted by CCG and the council is reviewing support to culturally specific organisations.</p> <p>Adults and Health is required to make £2,178,000 in savings over 3 years from third party</p>	

expenditure. To meet this requirement, externally commissioned third sector organisations providing adults prevention provision have been reviewed and recommendations made with regards to securing better value from these contracts.

Early Intervention and Prevention is fundamental to future sustainability of Adult Social Care Services. Our offer to adults needs to be proportionate, of high quality and good value for money. This review explored the social care investment in early intervention and prevention.

Information provided through contract monitoring and discussions with commissioners was used to assess effectiveness for example quantitative and qualitative information regarding use of the service (numbers, targeting), service quality and impact as well as employing evidence of best practice to assess our offer. The review looked at the known triggers for entry and escalation into the social care system and how the services contribute to these.

The review has also considered monitoring information provided by organisations to assess how effectively organisations are delivering. The review focuses on retaining services that we know to have the highest impact and to be most effective at managing demand.

The Barnet Asian Women's Association's Mental Health Project provides:

- Information related to health and wellbeing through a variety of channels including; promotional materials; on-line; telephone; as well as face-to-face through events, groups and targeted support
- Wellbeing Events throughout the year to promote health and wellbeing, raising awareness and tackling stigma. Wellbeing Events will primarily be for Asian Women from Barnet.
- Facilitated wellbeing activities (for example, yoga or art sessions) and support groups
- Targeted Advice and Support

Annual numbers and activity: (potential for 210 service users maximum)

- 10 Wellbeing activities p/a 10 attendees per activity
- 5 Support Groups p/a 15 attendees per group
- 35 people receiving targeted One To One p/a

Proposal is to end the contract 31 March 2017 and not to extend or reprocure.

<p><b>How are the equality strands affected?</b> <i>Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.</i></p>			
Equality Strand	Affected?	Please explain how affected	What action has been taken already to mitigate this? What further action is planned to mitigate this?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>The Council proposes to no longer commission non-statutory mental health and wellbeing support for adult Asian women residents.</p> <p>As a result there may be a <b>negative impact</b> for Asian women residents with common mental health conditions aged 18 and above, in particular 18 – 65, if appropriate and alternative support is not available.</p>	<p>Service Users who require support when the contract ends will be signposted or transitioned to alternative support for people with mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.</p> <p>See 10 (in this section) for further detail.</p> <p>The Council has identified specific transition funding to support people currently accessing this service to move to other mental health provision (through referral for social prescribing to the CCG's Barnet Wellbeing Hub and the Barnet Enablement Team [The Network]) in the borough. The funding will ensure that the Wellbeing Hub is able to support signposting to relevant services (such as Sangam Asian Women's Association) to meet the needs of Asian women; ensuring that there are no cultural or language barriers.</p>
2. Disability	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>Information is not available to identify the number of people accessing support from Barnet Women's</p>	<p>Service Users who require support when the contract ends will be signposted or transitioned to alternative support for people with</p>

		<p>Association who have physical disabilities / sensory impairments / long term conditions and mental health conditions. Therefore it is not possible to determine the number of people who have additional needs alongside their self-identified or diagnosed mental health condition.</p> <p>There could be a <b>negative impact</b> for people with common mental health conditions and additional disabilities if appropriate and alternative and appropriate support is not available that meets their mental and physical health needs.</p>	<p>mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan. The Council has identified specific transition funding to support people currently accessing this service to move to other mental health provision (through referral for social prescribing to the CCG's Barnet Wellbeing Hub and the Barnet Enablement Team [The Network]) in the borough. The funding will ensure that the Wellbeing Hub is able to support signposting to relevant services (such as Sangam Asian Women's Association) to meet the needs of Asian women; ensuring that there are no cultural or language barriers.</p>
<p>3. Gender reassignment</p>	<p>Yes <input type="checkbox"/> / No <input type="checkbox"/></p>	<p>Information not available</p>	<p>Though information is not currently available the provider will ensure that Service Users who require support when the contract ends will be signposted or transitioned to alternative support for people with mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.</p>
<p>4. Pregnancy and maternity</p>	<p>Yes <input type="checkbox"/> / No <input type="checkbox"/></p>	<p>Information not available</p>	<p>Though information is not currently available the provider will ensure that Service Users who require support when the contract ends will be signposted or</p>

			<p>transitioned to alternative support for people with mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.</p>
<p>5. Race / Ethnicity</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>When the Council no longer commissions specific mental health and wellbeing support for Asian women residents this could potentially have a <b>negative impact</b> with regard to race / ethnicity.</p> <p>Though Asian women residents who access support from Barnet Asian Women’s Association will be offered alternative support if needed, before the contract ends 31 March 2017, it is possible that service users may dislike change and may treat alternative providers with distrust and suspicion.</p> <p>Service users will have engaged with staff from their own community backgrounds with whom they can speak in their native language that may not be readily available from alternative providers. There may also be concerns that alternative services may not be compatible with, or have respect for, cultural and religious preferences or have the right skills/knowledge to meet the needs of people from specific community groups</p>	<p>The Council and BCCG will continue to work with all commissioned services, both prevention and early intervention and statutory services that provide mental health and wellbeing support, to ensure they meet the needs of residents from all community groups; proportionate to need.</p> <p>All services need to address the stigma within communities and barriers to accessing support to ensure they are representative of their local communities.</p> <p>Mental Health and Wellbeing support provided by statutory services are also changing to provide earlier support to residents to avoid escalation to crisis and understand the needs of Barnet’s diverse population.</p> <p>All commissioned services need to engage representatives from different community groups to ensure their services are able to respond to Barnet’s diverse population, including Asian women residents.</p> <p>The Council has identified specific transition funding to support people currently</p>

		<p>or understand the cultural stigma associated with mental health.</p> <p>There is likely to be a negative impact if alternative providers lack staff that are representative of Service User's communities or have little understanding of their faith and culture.</p> <p>There is a risk that Service Users will not access alternative support and as a result their needs will escalate and they will require more intensive and expensive support from statutory services.</p>	<p>accessing this service to access other mental health provision (through referral for social prescribing to the CCG's Barnet Wellbeing Hub and the Barnet Enablement Team [The Network]) in the borough. The funding will ensure that the Wellbeing Hub is able to support signposting to relevant services (such as Sangam Asian Women's Association) to meet the needs of Asian women; ensuring that there are no cultural or language barriers. The Council will work with BAWA to support referral on to other organisations and ensure Asian Women are informed about available support.</p>
<p>6. Religion or belief</p>	<p>Yes <input type="checkbox"/> / No <input type="checkbox"/></p>	<p>Information not available</p>	<p>Though information is not currently available the provider will ensure that Service Users who require support when the contract ends will be signposted or transitioned to alternative support for people with mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.</p> <p>The Council has identified specific transition funding to support people currently accessing this service to access other mental health provision (through referral for social prescribing to the CCG's Barnet Wellbeing Hub and the Barnet Enablement Team [The Network]) in the borough.</p>

			The funding will ensure that the Wellbeing Hub is able to support signposting to relevant services (such as Sangam Asian Women's Association) to meet the needs of Asian women; ensuring that there are no cultural or language barriers.
7. Gender / sex	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The majority of the people supported by the organisation are women therefore there may be a <b>negative impact</b> for Asian women residents with common mental health conditions.	<p>The provider will ensure that Service Users who require support when the contract ends will be signposted or transitioned to alternative support for people with mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.</p> <p>The Council has identified specific transition funding to support people currently accessing this service to access other mental health provision (through referral for social prescribing to the CCG's Barnet Wellbeing Hub and the Barnet Enablement Team [The Network]) in the borough. The funding will ensure that the Wellbeing Hub is able to support signposting to relevant services (such as Sangam Asian Women's Association) to meet the needs of Asian women; ensuring that there are no cultural or language barriers.</p>
8. Sexual orientation	Yes <input type="checkbox"/> / No <input type="checkbox"/>	Information not available	Though information is not currently available the provider will ensure that Service Users who require

			support when the contract ends will be signposted or transitioned to alternative support for people with mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.
9. Marital Status	Yes <input type="checkbox"/> / No <input type="checkbox"/>	Information not available	Though information is not currently available the provider will ensure that Service Users who require support when the contract ends will be signposted or transitioned to alternative support for people with mental health conditions available in the borough, or if appropriate out of borough. The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.
10. Other key groups?  Carers  People with mental health conditions Some families and lone parents People with a low income Unemployed people Young people not in employment education or training	Yes <input type="checkbox"/> / No <input type="checkbox"/>  Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>  Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>  Yes <input type="checkbox"/> / No <input type="checkbox"/>  Yes <input type="checkbox"/> / No <input type="checkbox"/>  Yes <input type="checkbox"/> / No <input type="checkbox"/>  Yes <input type="checkbox"/> / No <input type="checkbox"/>	It is anticipated that when the Council no longer funds specific mental health and wellbeing support for Asian women residents there will be a <b>negative impact</b> with regards to Asian women with mental health conditions.  There is a risk that Service Users will not access alternative support and as a result their needs will escalate and they will require more intensive and expensive support from statutory services.	Though the Council will no longer directly commission this type of provision, there will still be wide range of commissioned mental health and wellbeing services available in the borough.  These services are targeted at specific issues, though all can contribute to enabling people with mental health conditions to become more socially connected and therefore have a positive impact on their mental health, for example through gaining paid employment or addressing accommodation issues.  Alternative support



			<p>commissioned and provided by the Council and Barnet CCG include:</p> <ul style="list-style-type: none"> <li>- Employment support</li> <li>- Housing Related Support, that includes an element of Community Mental Health provision</li> <li>- Generic information and advice, including welfare advice and specialist mental health advocacy</li> <li>- The Mental Health Enablement offer provided by Adults and Communities</li> <li>- Talking therapies and community wellbeing activities provided by the Improving Access to Psychological Therapies service</li> <li>- Drugs and Alcohol Services</li> <li>- Domestic Violence Support</li> <li>- Carers Support Services.</li> </ul> <p>Services users will also be signposted to alternative services in Barnet and in neighbouring boroughs that are specifically for the Asian community and Asian women, for example the Multilingual Wellbeing Service, the Sangham Centre and Asian Women’s Resource Centre.</p> <p>The Council will work with the provider to ensure that this process is managed through an agreed exit and transition plan.</p>
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**4. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?**

As a result of the Council no longer commissioning specific mental health and wellbeing support for Asian women residents there is the potential for a negative impact on the satisfaction ratings of different groups of residents. Specifically Asian residents, and more broadly from residents with mental health conditions and family carers of people with mental health conditions, who are familiar with the service and changes across the sector.

Though when the contract with the Council ends, the organisation will continue to operate in Barnet through its subcontracts with Solace Women's Aid for the Domestic Violence project and with AgeUK Barnet for Neighbourhood Services for Older People.

Community Barnet, commissioned by Barnet Council, has provided support to BAWA to develop its operating model to become more sustainable and is supporting the development of the Barnet Wellbeing Hub.

**5. How does the proposal enhance Barnet's reputation as a good place to work and live?**

The proposal to no longer commission specific mental health and wellbeing support for Asian residents is unlikely to enhance Barnet's reputation as a good place to work or live.

**6. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?**

The proposal to no longer commission specific mental health and wellbeing support for Asian women residents has the potential to be received negatively by residents, particularly those with mental health conditions and family carers of people with mental health conditions, who are familiar with the service and changes across the sector.

This may reinforce the negative view held by some residents, particularly those with mental health conditions and family carers of people with mental health conditions, of how the council treats people with mental health conditions, family carers and the voluntary and community sector.

**7. Please outline what measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?**

The Council will work with the provider to ensure an exit and transition plan is in place that takes account of any ongoing support needs for existing service users. The process will be closely managed by the council from the point of serving notice to the provider and the date the contract ends (six months).

Service users will also be provided with information about where to seek information, advice or support in future if needed.

**8. How will the new proposals enable the council to promote good relations between different communities?**

Though this service will no longer be commissioned after the contract ends it is essential the Council and partners communicate the developments happening across mental health and wellbeing services in the borough and how these provide an alternative to all residents to enable them to self-manage their mental health and wellbeing.

**9. How have employees and residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal?**

Consultation ran from November 2016 – January 2017 via an online questionnaire (including an easy read version) and the opportunity to engage via focus groups. Service users, carers and organisations affected by the proposal were consulted during this period.

**Overall Assessment**

10. Overall impact		
Positive Impact  <input type="checkbox"/>	Negative Impact or Impact Not Known <sup>1</sup>  <input checked="" type="checkbox"/>	No Impact  <input type="checkbox"/>

11. Scale of Impact		
Positive impact:  Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	Negative Impact or Impact Not Known  Minimal <input checked="" type="checkbox"/> Significant <input type="checkbox"/>	

12. Outcome			
No change to decision  <input checked="" type="checkbox"/>	Adjustment needed to decision  <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input type="checkbox"/>	If significant negative impact - Stop / rethink  <input type="checkbox"/>

<sup>1</sup> 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

**13. Please give full explanation for how the overall assessment and outcome was decided.**

The proposed move to community wellbeing hubs and locality teams means that service users will no longer receive generic support services from a culturally specific organisation. Barnet will continue to ensure that the diversity of needs of all service users are fully taken into account in service provision. Barnet's equality policy requires that all service users and residents are treated fairly with understanding and respect and that recruitment aims to reflect the broad diversity of service users and staff. Staff in locality teams will be aware of and responsive to cultural differences; their ability to know about, value and respond to the rich cultural diversity of Barnet Asian residents in relation to language, culture and religion, will be key to the success of wellbeing hubs and locality teams.

Asian residents who access support from the BAWA Mental Health Association will be offered alternative support if needed, before the contract ends 31 March 2017. The Council has identified specific transition funding to support people currently accessing this service to access other mental health provision (through referral for social prescribing and an offer of an emotional health check to the CCG's Barnet Wellbeing Hub and the Barnet Enablement Team [The Network]) in the borough. The funding will ensure that the Wellbeing Hub is able to support signposting to relevant services (such as Sangam Asian Women's Association) to meet the needs of Asian women; ensuring that there are no cultural or language barriers.

Services users will also be signposted to alternative services in Barnet and in neighbouring boroughs that are specifically for the Asian community and Asian women, for example the Multilingual Wellbeing Service, the Sangam Centre and Asian Women's Resource Centre (in borough).

If this proposal is agreed, when the contract with the Council ends the organisation will continue to operate in Barnet through its subcontracts with Solice for the Domestic Violence project and with AgeUK Barnet for Neighbourhood Services for Older People.

### 14. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Supporting people currently using the service	Work with Ageing Well to make sure that their services are accessible to people from the diversity of Asian communities in Barnet.		PA / KH / ZG	March 2017
	Work with Barnet CCG and the Wellbeing Hub to make sure that the hub is accessible to people from the diverse Asian communities in Barnet.		PA / RB	March 2017
	Signpost service users to alternative services in Barnet and in neighbouring boroughs that are specifically for the Asian community and Asian women, for example the Multilingual Wellbeing Service, the Sangam Centre and Asian Women's Resource Centre.		PA	March 2017
Communication with Service Users	Consultation process	To consult with as many service users as possible in time frame	PA	November 2016 to January 2017 - complete