

Equality Impact Assessment (EIA):

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Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Executive Lead / Head Sign off:

Executive Lead(s)	Chris Lewis	Executive Head:	Neil Bent
Date:	4 Sept 2014	Date:	4 Sept 2014

Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	✓ Y	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following: <ul style="list-style-type: none"> • The Community (including specific impacts upon the vulnerable or equality groups) • Our Partners • The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision) 	✓ Y <input type="checkbox"/> ✓ Y <input type="checkbox"/> ✓ Y <input type="checkbox"/>	N <input type="checkbox"/> N <input type="checkbox"/> N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome?</p>	<p>Time to Change is a national mental health initiative supported by the Department of Health. It aims to tackle the stigma and discrimination around mental health. The Time to Change pledge requires a commitment to reducing stigma and discrimination around mental health.</p> <p>Mental Health is a key factor to overall health, and is ‘a state of wellbeing in which every individual realises his or her potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community’. (World Health Organisation, 2013)</p> <p>1 in 4 people will experience mental health problems in a year, and most people will have worked with someone experiencing mental health problems.</p> <p>Stigma and discrimination towards mental health problems damages the individual, family, workplace and the community, and prevents people from discussing the issue, and increasing awareness.</p> <p>The Time to Change pledge, in addition to changing attitudes to mental health, will require Torbay Council to develop a Mental Health Action Plan, which will benefit its staff, and the Torbay community. It provides a framework for the Torbay Emotional Health and Wellbeing Strategy which is currently being developed, and which intends to put Torbay at the forefront of initiatives supporting the emotional wellbeing of staff, and the community of Torbay</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<p>Approving this paper will allow work to develop in Torbay on reducing the stigma and discrimination relating to mental health issues, in terms of raising the profile of mental health and wellbeing amongst Councillors, staff and the people of Torbay.</p>

Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, consultation and engagement

No	Question	Details
3.	Have you considered the available evidence?	
4.	How will / have you* consulted on the proposal? *	A conference was held in January 2014 with high profile speakers and professionals, staff and users from the mental health communities. The Health and Wellbeing Board were consulted and approved this in 2014. This was circulated to the Conservative group in July 2014
5.	Outline the key findings	All these groups support this proposal
6.	What amendments may be required as a result of the consultation?	No amendments were proposed?

Positive and negative equality impacts *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details						
7.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why. EVERY BOX MUST BE COMPLETED – if there is no impact please state either ‘No Positive Impact’ or ‘No Negative Impact’.</i>						
		<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 33%;">Positive Impact</th> <th style="width: 33%;">Negative Impact & Mitigating Actions</th> <th style="width: 33%;">Neutral Impact</th> </tr> </thead> <tbody> <tr> <td style="height: 20px;"></td> <td></td> <td></td> </tr> </tbody> </table>	Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact			
Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact						

No	Question	Details		
	Older or younger people	This will affect their ability to discuss issues without discrimination	No negative impact	Apathy would be damaging
	People with caring Responsibilities	This would give them more ability to admit to their problems without implications	No negative impact	
	People with a disability	This will enable equal parity between physical and mental health	No negative impact	
	Women or men	Men are less likely to talk about their emotional health, this may help	No negative impact	
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>	Mental health problems are high amongst Protected Characteristic Groups-often not discussed due to stigma	No negative impact	
	Religion or belief (including lack of belief)	Again, mental health problems are often seen as a lack of belief/weakness. This causes stigma.	No negative impact	
	People who are lesbian, gay or bisexual	Mental health problems are very high amongst people in this group due to them often being stigmatised due to their sexuality	No negative impact	
	People who are transgendered	As above	No negative impact	
	People who are in a marriage or civil partnership	There is no difference here to any other people	No negative impact	
	Women who are pregnant / on maternity leave	Mental health problems are a high risk factor for this group (postnatal depression)	No negative impact	
	Socio-economic impacts (Including impact on child poverty issues and	Socioeconomic factors and the wider determinants of health are major risks for mental health	No negative impact	

No	Question	Details		
	deprivation)	problems		
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)			
8.	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)	Potentially improved access to mental health support for staff		
8b	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	Potentially improved opportunities for staff with mental health problems to have increased employment opportunities		

Section 3: Mitigating action *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details		
9.	Summarise any negative impacts and how these will be managed?	Comments, personal views and misconceptions are rife in terms of mental health. Approving this will make a start in challenging this		

Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details		
10.	Outline plans to monitor the actual impact of your proposals	Discussions, surveys, consultations, feedback from managers and individuals		

Section 5: Recommended course of action *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	<p>State a recommended course of action <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i></p>	<p>Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</p>	<p>✓</p>	<p>Approving this will enable a start to be made to reducing the inequalities in mental health</p>
		<p>Outcome 2: Adjustments to remove barriers – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</p>		
		<p>Outcome 3: Continue with proposal - Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</p>		
		<p>Outcome 4: Stop and rethink – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>		