

## Equality Analysis Screening Form

<b>Name of Service area, Directorate/Department i.e. substance misuse, corporate, finance etc</b>	North Yorkshire AMH and MHSOP services					
<b>Name of responsible person and job title</b>	Joanne Crewe Director of Quality and Governance Harrogate and Rural District CCG  Adele Coulthard, Director of Transformation, Tees Esk and Wear Valleys NHS Foundation Trust					
<b>Name of working party, to include any other individuals, agencies or groups involved in this analysis</b>	Harrogate and Rural District Mental Health Transformation Steering Group					
<b>Title</b>	Transformation of Adult and Older People's Mental Health Services					
<b>Is the area being assessed a</b>	<b>Policy/Strategy</b>		<b>Service/Business plan</b>	<b>x</b>	<b>Project</b>	<b>x</b>
	<b>Procedure/Guidance</b>					<b>Code of practice</b>
	<b>Other – Please state</b>					
<b>Geographical area</b>	Harrogate and Rural District					
<b>Aims and objectives</b>	To improve the way in which adult and older people's mental health services are delivered within the local community.					
<b>Start date of Equality Analysis Screening</b>	September 2017					

End date of Equality Analysis Screening	December 2018
---	---------------

**Please read the Equality Analysis Procedure for further information**

You must contact the E&D team if you identify a negative impact. If you require further advice and support please ring Sarah Jay or Tracey Loynes on 0191 3336267/3542

**1. Who does the Policy, Service, Function, Strategy, Code of practice, Guidance, Project or Business plan benefit?**

The new service model will benefit service users by improving community infrastructure for the provision of mental health services for adults and older adults. The aim is to reinvest resources currently tied up in the delivery of inpatient services, that we know are overused in comparison to other areas in the Trust, into community services so that we can provide more care out of hospital and in people's own homes reducing the need for inpatient care and work to prevent crisis breakdown and promote recovery. Increasing community support will reduce the need for inpatient care so less people will be admitted however to achieve this we need to both reduce the inpatient bed numbers and move the bed base to new inpatient facilities probably in the new build in York. The model will impact on some service users in that they will need to travel further from Harrogate for inpatient care although we know that some patients already receive their inpatient care from wards elsewhere in the Trust. The travel distances from a patients home postcode to the inpatient ward to which they were admitted has been calculated prior to the public consultation. Should approval be given to move inpatient facilities to York, there will still be a reduction in travel time as some patients are currently travelling to TEWV wards at a further distance. This should reduce once the admission pathway focuses on York inpatient services.

Staff will be offered redeployment into community roles based within the Harrogate and District area.

2. Will the Policy, Service, Function, Strategy, Code of practice, Guidance, Project or Business plan impact negatively on any of the protected characteristic groups below?					
<b>Race</b> (including Gypsy and Traveller)	<b>No</b>	<b>Disability</b> (includes physical and mental impairment)	<b>No</b>	<b>Gender</b> (Men and women)	<b>No</b>
<b>Gender reassignment</b> (Transgender and gender identity)	<b>No</b>	<b>Sexual Orientation</b> (Lesbian, Gay, Bisexual and Heterosexual)	<b>No</b>	<b>Age</b> (includes, young people, older people – people of all ages)	<b>No</b>
<b>Religion or Belief</b> (includes faith groups, atheism and some other non religious beliefs)	<b>No</b>	<b>Pregnancy and Maternity</b> (includes pregnancy, women who are breastfeeding and women on maternity leave)	<b>No</b>	<b>Marriage and Civil Partnership</b> (includes opposite sex and same sex couples who are either married or civil partners)	<b>No</b>
<p>Currently some patients are being admitted to wards that are geographically distant to Harrogate and District. If approval is given to the service transformation plan then there will be greater investment in community services that will reduce the need for patients to be admitted to hospital in the first place. When admission is required this will be provided from a purpose built new facility that is better equipped to deliver care and treatment required from a modern mental health service and that meets full privacy and dignity standard. However, with additional investment in community services we should also see a reduction in the amount of time patients spend in inpatient care and we will be able to support their earlier discharge more effectively. This will mean that for some patients they will need to travel further for inpatient care but that their inpatient stay should be shorter. This will impact on families and carers travel in order to visit their relative. There will be a percentage of families and carers who may need to travel further or utilise different modes of public transport. This may particularly impact older carers, those with disabilities and young carers. During the engagement phase of this work, the CCG agreed that no additional funds would be made available to support transport and that existing arrangements would continue for those carers or families who were eligible for support with transport costs. This is summarised in the proposed public consultation document. As a trust we will mitigate this impact by working closely with our staff teams, NYCC and local voluntary sector partners to ensure that families and carers are made aware of any financial assistance or support with travel that they may be eligible for / have access to. We will also provide information on public transport routes to get to the any new facility.</p>					

<b>3. Have you considered any codes of practice, guidance, project or business plan benefit?          If 'No', why not?</b>	<b>Yes</b>	<b>x</b>	<b>No</b>	
---	------------	----------	-----------	--

**We have included:**

- Feedback from equality bodies including the CQC regarding the current inpatient provision in the Briary Wing in Harrogate District General Hospital
- NHS England Five Year Forward View for Mental Health Services
- North Yorkshire Mental Health Strategy
- 'Your Community, Your Care': Harrogate Community Health Services Strategy
- Trust Strategic Direction to provide community based recovery focussed services
- Data collection/Analysis regarding current Length of Stay (LoS) and high admission rates and benchmarking data against other areas in the Trust.
- Feedback from the engagement work undertaken with service users, carers, the public, staff and partner organisations over a 18 month period.

**4. Have you engaged or consulted with service users, carers, staff and other stakeholders including people from the following protected groups?: Race, Disability, Gender, Gender reassignment (Trans), Sexual Orientation (LGB), Religion or Belief, Age, Pregnancy and Maternity or Marriage and Civil Partnership**

**Yes – Please describe the engagement and involvement that has taken place**

Between 2013 and 2017 there were a number of opportunities across the wider mental health community to engage with service users, carers and the public on how they would like to see services develop for the future. There we a number of events put in place to support the development of the North Yorkshire Mental Health Strategy, events to support the review of general community health services in Harrogate which include mental

health services (including engagement around the local Vanguard model) and specific engagement events linked to this programme of work. These were initially facilitated by Mental Health Strategies and then jointly facilitated by the CCG and TEWV. All opportunities have been bespoke to or open to service users, wider stakeholders, members of the public and staff. Themes from these discussions have informed the potential solution for the delivery of a more community and recovery focused model of care. Engagement was undertaken on a face to face basis, using email, social media and written comments and through bespoke survey. We received nearly 150 responses to the survey, 52 people attended public meetings, there were five dedicated events with TEWV staff and 35 people attend events for health care professionals and members of the volunteer and community sectors.

**No – Please describe future plans that you may have to engage and involve people from different groups**

As this work continue we will look to work closely with service users, their carers and families, health and care professionals, the volunteer and community sectors, local leaders and decision makers and partners in the emergency services. of engagement which maximises opportunities to speak with stakeholders, particularly those with lived experience of mental ill health and their carers, about the future community mental health services offer. We will be looking to co-design an approach to engagement on future services with service users and their carers. We will make best use of opportunities to engage with people through existing forums and meetings in a space and at a time which is familiar and comfortable for them. We will also engage digitally, such as with an online survey and continued use of the dedicated email address. We will capture what we hear throughout the engagement in a way it can be published and shared to ensure transparency and inclusion.

--

**5. As part of this equality analysis have any training needs/service needs been identified?**

<b>No</b>	
-----------	--

**A training need has been identified for**

Trust staff	Yes/No	Service users	Yes/No	Contractors or other outside agencies	Yes/No

**Make sure that you have checked the information and that you are comfortable that additional evidence can provided if you are required to do so**

<p>The completed EA has been signed off by:</p> <p>Policy owner/manager:</p> <p>Joanne Crewe, Director of Quality and Governance &amp; Executive Nurse, HaRD CCG</p> <p>Adele Coulthard, Director of Transformation, TEWV</p>	<p>Date:</p>
---	--------------



Your reporting manager:  Type name:	Date:
Please forward this form by email to: <a href="mailto:tewv.policies@nhs.net">tewv.policies@nhs.net</a>  <b>Please Telephone: 0191 3336267/6542 for further advice and information on equality analysis</b>	