

GMCSU Equality Analysis Form

The following questions will document the effect of your activity on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty. The Equality Analysis (EA) guidance should be used read before completing this form.

To be completed at the earliest stages of the activity and before any decision making and returned via email to a GMSS Equality and Diversity Business Partner

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Section 1: Responsibility

EDHR Reference : Your ref:

1 Name & role of person completing the EA:

Rob Boston, Interim Start Well Programme Manager

2 Service/ Corporate Area

Oldham Cares

3 Head of Service or Director (as appropriate):

Merlin Joseph – Director of Children’s Services, Oldham Council
Nadia Baig – Acting Director of Performance and Delivery, Oldham CCG

4 Who is the EA for? Select from the drop down box.

Oldham CCG

4.1 Name of Other organisation if appropriate

Oldham ICO

Section 2: Aims & Outcomes

5 What is being proposed? Please give a brief description of the activity.

- Weekly paediatric MDT’s in each GP cluster;
- Open GP access to a paediatrician;
- Enhanced specialist nurse provision linked to the Respiratory, Gastrointestinal and Allergy pathways;
- Public engagement and public health advice for the whole CYP population;
- Targeted intervention to non-urgent under-5’s who are frequent-flyers to A&E;

6 Why is it needed? Please give a brief description of the activity.

Oldham has a significant health and social care funding gap that needs to be closed. Unnecessary A&E attendances, NEL admissions and Outpatient appointments are adding costs to the system which could be deflected by implementing the proposed interventions. Any savings could then be used to close the aforementioned gap.

7 What are the intended outcomes of the activity?

Reduced A&E attendances, NEL admissions and Outpatient appointments which will reduce costs to the system.

Improved health outcomes for Oldham's 0-5 population.

8 Date of completion of analysis (and date of implementation if different). Please explain any difference

19/06/2018

9 Who does it affect? Select from the drop down box. If more than one group is affected, use the drop down box more than once.

Service Users/Patients

Establishing Relevance to Equality & Human Rights

10 What is the relevance of the activity to the Public Sector Equality Duty? Select from the drop down box and provide a reason.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for Relevance
To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	No	
To advance equality of opportunity between people who share a protected characteristic and those who do not.	No	
To foster good relations between people who share a protected characteristic and those who do not	No	

10.1 Use the drop down box and advise whether the activity has a positive or negative effect on any of the groups of people with protected equality characteristics and on Human Right

Protected Equality Characteristic	Positive (Yes/No)	Negative (Yes/No)	Explanation
Age	Yes	No	The project is solely aimed at children aged 0-5 years. Some of the proposed interventions may also impact older children (or children who have grown out of the age group) but this is not the intended remit of the project. The project should only have a positive impact on the target cohort and no negative effects on other age groups.
Disability	Yes	No	No impact on disability
Gender	No	No	No impact on gender
Pregnancy or maternity	Yes	No	As there is an Early Pregnancy Assessment Unit at the Royal Oldham Hospital, this should take up most of the pregnancy-related activity. However, there is a possibility that parents could present themselves to A&E. Also once a child is born they will become a potential patient of the project. Once again, impacts should only be positive as care models and pathways are enhanced.
Race	No	No	No impact on race identified.
Religion and belief	No	No	No impact on religion and belief identified.
Sexual Orientation	No	No	No impact on sexual orientation identified.
Other vulnerable group	Yes	No	Targeted comms and engagement should help vulnerable children suffering from long-term conditions by increasing parent knowledge and confidence which should help them make the correct health decisions for their child.
Marriage or Civil Partnership	No	No	No impact identified

Gender Reassignment	No	No	No impact identified
Human Rights	No	No	No impact identified

If you have answered No to all the questions above and in question 10, explain below why you feel your activity has no relevance to Equality and Human Rights.

Section 4: Equality Information and Engagement

11 What equality information or engagement with protected groups has been used or undertaken to inform the activity. Please provide details.

Details of Equality Information or Engagement with protected groups	Internet link if published & date last published
Engagement has already taken place as part of the existing Start Well Programme.	None

11.1 Are there any information gaps, and if so how do you plan to address them

There is a need for a comms and engagement strategy to underpin plans for behaviour change to encourage parents of Oldham's 0-5 year old population to access services in the community rather than attending A&E where this is the most appropriate choice.

The Project is already working with the Comms Programme to develop this and is looking to secure an Engagement Officer to facilitate the planned activity.

Section 5: Outcomes of Equality Analysis

12 Complete the questions below to conclude the EA.

What will the likely overall effect of your activity be on equality?

The project will aim to bring positive health outcomes to all children aged 0-5 year's old in Oldham.

What recommendations are in place to mitigate any negative effects identified in 10.1?

No negative effects identified have been identified

What opportunities have been identified for the activity to add value by advancing equality and/or foster good relations?

The purpose of the project (and the Start Well Programme it forms part of) is to improve the health outcomes of all children aged 0-5 year's old in Oldham.

What steps are to be taken now in relation to the implementation of the activity?

Upon completion of the final version of the Investment Proposal, effort will be refocused on project planning in view of a pilot launch in September 2018.

Section 6: Monitoring and Review

13 If it is intended to proceed with the activity, please detail what equality monitoring arrangements (if appropriate) will be in place to monitor ongoing effects? Also state when the activity will be reviewed.

Monitoring will take place as part of the pilot process before full rollout of the proposed care systems and pathways from April 2019 onwards. If any significant issues arise during the pilot phase this will be mitigated where possible and any changes and lessons learned built into the final solutions.