

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:

Lauren Smith

2 Service/ Corporate Area

Performance and Development

3 Head of Service or Director (as appropriate):

Gary Flanagan

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

Oldham CCG

4.1 Name of Other organisation if appropriate

Oldham Cares

Section 2: Aims & Outcomes

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

Psychological Medicine in Primary Care (PMPC) : Integrated physical and mental health care to significantly improve the quality of care for highly distressed, resource-intensive patients with complex physical health problems who fall through gaps in existing services.
Due to funding restraints the proposed PMPC service model is intended to work with 2 clinical clusters in Oldham (clusters to be identified).

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

Patients with medically unexplained symptoms (MUS) and long term conditions have a huge impact on the health and social care system . It is these costs, to the individual and the system, which has led to the increased attention in commissioning guidance from multiple sources including NICE guidance, the King's Fund, the Five Year Forward View, the GP Forward View and has led to a focus on LTC and MUS within Improving Access to Psychological Therapies (IAPT). Despite this increased focus, a group who tend to fall through cracks is those with complex physical health difficulties of any origin (explained or unexplained pathology), who are often immensely distressed. The literature clearly shows they access services at a disproportionate level without meaningful change. It is this group the PMPC service seeks to target.

7 What are the intended outcomes of the activity?

Outcomes for patients: Increase in mental wellbeing, Increase in confidence and self-esteem, reduction in loneliness, increase in understanding of emotional wellbeing and ability to express feelings, increase in resilience and knowledge of tools/techniques to deal with life and changes in lifestyle, encouraged to take up other activities.
 Outcomes for patients with LTC: Reduction in symptoms, less contact with health services and less reliance on medication.
 Outcomes for CCG: PMPC is expected to release wider system savings in A&E attendances, non-elective admissions to a medical ward, and admissions to residential care. There is also expected impact on GP attendances.

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

12/06/18
 Implementation date tbc once Transformation funding is approved.

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, Carers/Family, Other

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 | Yes | The service will be working with vulnerable groups of patients to significantly improve their quality of care. |
| To advance equality of opportunity between people who share a protected characteristic and those who do not. | Yes | see above |
| To foster good relations between people who share a protected characteristic and those who do not | Yes | see above |

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 PMPC service is for patients that are 16+, but by seeing vulnerable groups of patients and improving their quality of care this could have a positive effect for families and carers that could be under the age of 16. |
| Disability | Yes | | As the service will be based in two clusters it will have a positive impact on this cohort of patients as it seeks to work with people with co-morbidities that might struggle to access mental health services. |
| Gender | Yes | | The service is open to everyone that meets the criteria. |
| Pregnancy or maternity | Yes | | see above |
| Race | Yes | | see above |
| Religion and belief | Yes | | see above |
| Sexual Orientation | Yes | | see above |
| Other vulnerable group | Yes | | The service seeks to work with vulnerable groups of patients to improve their health. |
| Marriage or Civil Partnership | Yes | | The service is open to everyone that meets the criteria. |
| Gender Reassignment | Yes | | see above |
| Human Rights | Yes | | see above |

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 |
|---|--|
| N/A | |

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

Due to funding restrictions the PMPC service will initially operate in two clusters, which means patients in the three remaining clusters will not be able to access the service. The CCG sees this gap as an opportunity to pilot the PMPC model and hope to evidence the savings that are made to the wider health system. It is anticipated that if the PMPC model is successful it will be rolled out across all five Boroughs across Oldham.

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?

Overall the effect of PMPC on equality is likely to be positive as it seeks to improve the health of vulnerable patients.

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

N/A

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

The service will advance equality and foster good relations as it will work with vulnerable patients to improve their health.

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

The provider of the service already provide a similar service in Stockport and they have piloted PMPC in the Hill Top Surgery in Oldham.

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.

To be confirmed.