

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. 

Community Mental Health Liaison Support for Older Adults: Provision of MH support to the enablement pathway across Oldham to provide a holistic offer and specialist clinical input in order to prevent crisis situations arising, resulting in unnecessary attendances at A&E, non-elective hospital admissions and transfers to long-term residential care.

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

As part of a proactive care vision to keep patients out of hospital and better integrate services there is a need to consider the mental health offer within the new health and social care cluster teams. There is a need to pro-actively manage complexity within the community through the cluster teams focused around a number of GP practices within the locality.

7 What are the intended outcomes of the activity?

Outcomes for patients: To reduce hospital and care home admissions by providing accessible community expertise and alternatives to admission.
Outcomes for CCG: MH Liaison Support for Older Adults is expected to release wider system savings in A&E attendances, non-elective admissions to a medical ward, and admissions to residential care.

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 | | |
| 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 | Yes | The service is available for eligible patients that are over 65, but the service could have a positive effect on families and carer under the age of 65. |

| | | | |
|--|-----|--|--|
| Disability | Yes | | The service is open to everyone that meets the criteria. |
| Gender | Yes | | see above |
| Pregnancy or maternity | | | N/A |
| Race | Yes | | The service is open to everyone that meets the criteria. |
| Religion and belief | Yes | | see above |
| Sexual Orientation | Yes | | see above |
| Other vulnerable group | Yes | | see above |
| Marriage or Civil Partnership | Yes | | see above |
| 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

N/A

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?

Positive as it will support people over 65 to stay in the community.

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 enable patients to stay in a community setting for longer by avoiding hospital and care home admission.

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

The provider have already piloted the scheme as part of the Better Care Fund 2015/16 allocation 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.