

Annex A

City of York Council Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Public Health		
Service Area:	Public Health		
Name of the proposal :	Investment of 2023/4 council budget growth money - Substance Misuse		
Lead officer:	Peter Roderick		
Date assessment completed:	03/10/23		
Names of those who contributed to the assessment:			
Name	Job title	Organisation	Area of expertise
Peter Roderick	Acting Director of Public Health	CYC	Public Health
Ruth Hine	Public Health Specialist Practitioner (Advanced)	CYC	Public Health

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	The proposal is to use £75k contained in the 2023/24 Council Budget growth funding for: a. £50k funding for York in Recovery, a peer-led recovery charity working with those in recovery to maintain abstinence-based social and community participation b. £25k funding for the Alcohol Care team at York and Scarborough Teaching Hospitals Foundation Trust

1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	No

1.3	Who are the stakeholders and what are their interests?
	<i>York Drug and Alcohol Service (Changing Lives)</i> <i>North Yorkshire Office of the Police, Fire and Crime Commissioner</i> <i>York in Recovery</i> <i>York and Scarborough Teaching Hospitals Foundation Trust</i>

1.4	What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	<p>The grant to York in Recovery, a peer-led recovery charity working with those in recovery to maintain abstinence-based social and community participation will enable the stability of an established and growing programme of work around recovery in the city, helping service users to achieve long-term, sustained recovery and minimisation of harm from substances. The grant to the Trust will enable it to expand its work to identify patients with alcohol issues in A+E and on inpatient wards, enabling safe detoxification and facilitate discharge with community support in place. This approach has demonstrated significant Length of Stay reductions in other parts of the country and contributes to the aspirations of council and health partners around improving flow in the health and care system;</p> <p>These proposals support the ambitions of the Council Plan 2023-2027, in particular the core commitment around health and health inequalities, and specifically the action 'Support more people on their journey of recovery from addiction, including through smoking cessation services and our recovery-based drug and alcohol model'.</p>

Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	Source of data/supporting evidence	Reason for using
	National Evaluation data on NHS Alcohol Care teams	<i>Demonstrates cost-effectiveness and efficacy of this intervention</i>
	College of Lived Experience Recovery Organisations (https://www.clero.co.uk/)	<i>Evidence around D+A recovery programmes</i>

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.		
Gaps in data or knowledge		Action to deal with this	
None			

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)

Age		0	L
Disability	These enhanced services and recovery offer will benefit people with substance misuse disorder, including those who live with a disability	+	M
Gender		0	L
Gender Reassignment		0	L
Marriage and civil partnership		0	L
Pregnancy and maternity		0	L
Race		0	L
Religion and belief		0	L
Sexual orientation		0	L
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer		0	L
Low income groups	These enhanced services and recovery offer will benefit people with substance misuse disorder, including those from low income groups	+	M

Veterans, Armed Forces Community	These enhanced services and recovery offer will benefit people with substance misuse disorder, including those who are armed forces veterans	+	M
Other	Work with specific groups is part of the service specification. i.e. those in the criminal justice pathway	P	L
Impact on human rights:			
List any human rights impacted.		0	L

Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a **POSITIVE** impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a **NEGATIVE** impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a **NEUTRAL** effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
There are no negative impacts identified of the proposals identified in this EIA	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
<ul style="list-style-type: none"> - No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review. 	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
<i>No major change to the proposal</i>	<i>There services funded through growth money enhance the quality and offer for those living in York with substance use disorder, and in doing so will tackle health inequalities and have a net positive impact on equalities.</i>

Step 7 – Summary of agreed actions resulting from the assessment

7.1	What action, by whom, will be undertaken as a result of the impact assessment.		
Impact/issue	Action to be taken	Person responsible	Timescale
None identified			

Step 8 - Monitor, review and improve

8. 1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	Demographic characteristics of YDAS service users are regularly monitored by the public health team to ensure our services are reaching and serving the needs within our population

