

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Public Health		
Service Area:	Public Health		
Name of the proposal :	Renewal of lease on building		
Lead officer:	Peter Roderick		
Date assessment completed:	30/06/23		
Names of those who contributed to the assessment:			
Name	Job title	Organisation	Area of expertise
Peter Roderick	Public Health Consultant (Acting Director of Public Health)	CYC	Public Health
Ruth Hine	Public Health Specialist Practitioner (Advanced)	CYC	Public Health
Anna Brown	Public Health Officer	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.
	<i>The purpose of the proposal is to ensure that the requirement for lease arrangements to be regulated for premises from which one part of the York Drug and Alcohol Service currently operates from - Bowes Morrell House ('BMH', at 111 Walmgate). There is no change proposed which will substantially affect the delivery of the service from the current arrangement which has been in place since 2017.</i>
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<i>The lease for the building has been negotiated through CYC property services and the corporate legal team</i>
1.3	Who are the stakeholders and what are their interests?
	<i>York Drug and Alcohol Service (Changing Lives) – they currently provide the treatment and recovery services for those with drug and alcohol misuse within York and are operating out of BMH North Yorkshire Office of the Police, Fire and Crime Commissioner – currently contribute to the current contract value</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>Ensuring that there is suitable premises for individuals with a substance use disorder in York is critical, ensuring that this vulnerable group of people can get the help and treatment they need, reducing health inequalities, and helping meet the Council plan:</p> <p>Good Health & Wellbeing In York we know that some people drink higher than the recommended amount and the long term affects on this on physical health can cause chronic illnesses which can shorten life expectancy. Ensuring there is a treatment and recovery service for the population of York is key to enabling individuals to reduce/stop alcohol consumption.</p> <p>Individuals already in treatment and recovery services have more complex physical and mental health needs which can also to attributed to lower life expectancy, without a service inequalities in health would become worse for this client group.</p> <p>Safe communities and culture for all Part of the service is to provide strong pathways for those in the criminal justice pathway. Working with the Police, Fire and Crime Commissioner, North Yorkshire Police, Probation and other council departments ensures those who need help and support to access services do so. This can help with a reduction of reoffending a reduction in anti-social behaviour.</p> <p>A better start for children and young people Some work will be to strengthen services for those young people that require support with drug and alcohol issues, whilst also committing to carry out a preventative role through education and out reach.</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
	<i>Service user survey</i>	<i>This provides views from those accessing Oaktrees within the last year</i>
	<i>Staff consultation - verbal</i>	<i>Other premises had been considered; staff felt that BMH was the best suited to the service needs</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

Step 4 – Analysing the impacts or effects.

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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	An accessible and well-recognised set of premises for this service will benefit those who are more likely to have physical and mental health issues	+	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	An accessible and well-recognised set of premises for this service will benefit those who are more likely to be on lower incomes	P	M
Veterans, Armed Forces Community	An accessible and well-recognised set of premises for this service will benefit people with substance misuse disorder, including those who are armed forces veterans	P	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 is a lease in place with York Conservation Trust relating to the use of BMH for York Drug and Alcohol Service, and the council owns 3 Blossom street: so given these proposals relating to renewal of existing arrangements rather than changes, there are no major changes to the proposal raised by this EIA.</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

Step 8 - Monitor, review and improve

8. 1	<p>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?</p>
	<p>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</p>

