

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Public Health		
Service Area:	Public Health		
Name of the proposal :	Supplemental Substance Misuse Treatment and recovery Grant		
Lead officer:	Ruth Hine		
Date assessment completed:	27/06/2022		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Ruth Hine	Public Health Specialist Practitioner – Advanced	CYC	Public Health
Phil Elliot	Service Manager YDAS	Changing Lives	Drug and alcohol services
Peter Roderick	Consultant in Public Health	CYC / Humber and North Yorkshire Health and Care Partnership	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 EIA is to ensure that the Supplemental Substance Misuse Treatment & Recovery Grant issued by Central Government will continue to support and improve services that are already provided across York and isn't to any detriment to those already accessing services. The grant has been issues nationally as part of the government's 10 year From Harm to Hope strategy</i>
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<i>National guidance on the planning of Supplemental Substance Misuse Treatment & Recovery services</i>
1.3	Who are the stakeholders and what are their interests?
	York Drug and Alcohol Service (Changing Lives) – current provider of treatment and recovery services for those with drug and alcohol misuse within York, commissioned by CYC PH team. As partners engaged and working with those with drug and alcohol misuse problems within York: North Yorkshire Police Office of the Fire, Police and Crime Commissioner York MIND York and Scarborough NHS Teaching Hospitals Trust

1.4	<p>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>
	<p>The outcome of our grant work and work in partnership is to prevent harm from alcohol and substances for the York population, through prevention, effective treatment and recovery services, avoiding drug and alcohol related deaths, and improving the general health of the population, of families and communities. This links to the Council Plan:</p> <p>Good Health & Wellbeing An element of the plan focuses on Alcohol Harm reduction, in York we know that some people drink higher than the recommended amount and the long term effects on this on physical health can cause chronic illnesses which can shorten life expectancy. Those individuals already in treatment and recovery services have more complex physical and mental health needs which can also be attributed to lower life expectancy</p> <p>Safe communities and culture for all A large component of the plan focuses on criminal justice and the link to drug and alcohol crime. 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 outreach.</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 Drug Treatment and Monitoring Service (NDTMS)	Key source of data on drug and alcohol treatment services in the city	
Partner engagement	To build a system approach to this issue in the city	
Service user feedback	Key to understand need and experience of services	
CQC report on York Drug and Alcohol Service	Key to understand quality.	

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	
Wider understanding of the current need is required.		As part of the Grant requirement a Partnership Board will be established to ensure as system wide approach is taken and a broad understanding of need is gained, including with lived experience representation. This will also include the production of a Health Needs Assessment in its first year.	

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		0	L
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?	P	
Carer		0	L
Low income groups	Preventing harm from substances and alcohol has been shown to have positive income impact on individuals and families	+	L
Veterans, Armed Forces Community		0	L
Other			
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?

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
No major change to the proposal	The proposal forms part of a wider national drugs strategy and will be monitored closely at a local authority level through the partnership board, which will be providing updates to regional OHID teams linking to national monitoring.

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
Need for strong partnerships	Form York Drug and Alcohol Partnership Board	Ruth Hine	By March 2023
Wider understanding of need	Write Health Needs Assessment	Ruth Hine	

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?
	We collect a data on service user demographics through NDMTS and this will be used within the Health Needs assessment and future evaluation work