


Equality Analysis Report

Title of activity / Budget Proposal title and number	Committee meeting (decision maker) and date
Bedford Borough Social Prescribing Service	Mayor/Executive Decision
Service area Public Health	Lead officer Jackie Golding, Public Health Manager (Head of Public Health Programmes)
Approved by  Ian Brown, Assistant Director for Public Health	Date of approval To be approved
Description of activity: <p>The proposed Bedford Borough Social Prescribing Service is a new activity. An estimated 20% of patients consult their GP for what is primarily a social problem. Social prescribing enables GPs and other frontline health and social care professionals to refer patients with social, emotional or practical needs to a community link worker who can support them to find non-clinical solutions that will improve their health and wellbeing.</p> <p>Social prescribing schemes can help to reduce health inequalities by addressing the underlying causes of poor health, which tend to be associated with factors of multiple deprivation. Factors identified by the Marmot Review as contributing to health inequalities included financial, educational, poor housing, low self-esteem, isolation, relationship difficulties, and physical and mental health problems, all of which can be addressed by social prescribing.</p> <p>The Bedford Borough Social Prescribing Service will particularly target people in areas of higher multiple deprivation and the rural areas and will help patients to address both behavioural, lifestyle and socioeconomic factors relating to poor health outcomes.</p> <p>Outcomes will be reported by service users, using an outcomes tool such as Outcomes Star, and by health and care professionals.</p>	

Please refer to the Equality Analysis Template Notes for guidance on completing this form.

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	X	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	X	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	X	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	X
5. The activity relates to an area where there are known inequalities.	Yes	X	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	X
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	X	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	X	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	X	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	<p>The Bedford Borough Social Prescribing Service will impact on:</p> <ul style="list-style-type: none"> Adults over the age of 18 with mild to moderate anxiety and depression, defined as mental conditions that cause marked emotional distress and interfere with daily function. These mental conditions may be exacerbated by a long term condition and social isolation. The Social Prescribing Service will make an economic impact in terms of a reduction in demand
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	<p>for secondary, primary and social care, and there will be an increase in demand for activities provided by the community and voluntary sectors.</p> <ul style="list-style-type: none"> • There will be a positive impact on secondary, primary and social care as the Social Prescribing Service will direct patients away from this sector, thereby reducing demand on services. • The increased demand on community and voluntary sector services will be as a result of users accessing activities via the Social Prescribing Service.
Which particular protected equality groups are likely / will be affected?	<p>The Social Prescribing Service will be available to all Bedford Borough residents over the age of 18 with mild to moderate anxiety/depression, including service users who are suffering social isolation. It is therefore open to and inclusive of, all the protected equality groups.</p>

Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	<p>The development of the Bedford Borough Social Prescribing Service has been informed by the national evidence and examples of evidence based practice elsewhere, plus the Bedford Borough Joint Strategic Needs Assessment (JSNA) in respect to where to prioritise prevention efforts, and what measures are likely to be the most effective. The best way to add life to years and years to life is to stop people becoming ill in the first place. Prevention is highly cost effective, although it often requires investment upfront to prevent poor health and wellbeing in the future. As well as the benefits to individuals and families, preventing ill health and improving wellbeing reduces the need for expensive health and social care, and has wider benefits to society.</p> <p>The JSNA is used to ensure BLMK STP plans are “placed based”, including social prescribing, and the Bedford Borough Social Prescribing Service will form a key part of the transformation of ‘out of hospital’ services.</p> <p>The benefits of a local social prescribing service is recognised in the NHS England Forward View as one of the top ten high impact actions which could better meet the needs of a person with socioeconomic and psychosocial issues.</p>
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What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	Where appropriate the JSNA includes local views on what people (service users, carers or population groups) think of the services that are being provided (what works well, what doesn't) as well as key outcomes of any consultations, focus groups/workshops...
What does this evidence tell you about the different protected groups?	A Social Prescribing Service in Bedford Borough will be inclusive of all the protected groups who meet the criteria for the service. It will support people to make positive changes to their lives, and reduce the need for clinical interventions.
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	None.

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age		X	
Disability		X	
Gender reassignment		X	
Pregnancy and maternity		X	
Race		X	
Religion or belief		X	

Sex		X	
Sexual orientation		X	
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	X	<input type="checkbox"/>	<input type="checkbox"/>	A person's health is influenced by a wide range of factors, known as wider determinants of health including individual characteristics (age, sex and genetics), lifestyle, community involvement and local economy. Where protected characteristic groups experience differences in these wider determinants of health this can lead to health inequalities. If older people experience higher levels of isolation than younger groups this can result in poorer health outcomes than if they were not isolated in older age. The Bedford Borough Social Prescribing Model will identify those older people who are isolated due to factors such as age, lifestyle, or economic circumstances, and ensure they are signposted to services which will enable them to make life changes.
Disability	X	<input type="checkbox"/>	<input type="checkbox"/>	Social issues such as debt and employment can exacerbate a long term condition. Supporting a service user to deal with social issues can reduce depression and anxiety, help to manage a long term condition, and improve overall health and wellbeing.
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	X	
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	X	

Race	<input type="checkbox"/>	<input type="checkbox"/>	X	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	X	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	X	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	X	
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	X	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	X	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	Not applicable.
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	<p>In terms of health and wellbeing, linking the Bedford Borough Social Prescribing Service to the Equality Act should lead to a healthier target population because it will include:</p> <ul style="list-style-type: none"> • Ensuring no-one is discriminated against in the delivery of the service. • Having a better understanding of people's needs by analysing information about health outcomes for different protected characteristic groups. • Considering the duty to advance equality by setting specific and measurable objectives and targets to reduce health inequalities between protected characteristic groups.

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact	Not applicable			
Actions to increase positive	Not applicable			

impact				
Actions to develop equality evidence, information and data	Not applicable			
Actions to improve equality in procurement / commissioning	Not applicable			
Other relevant actions	Not applicable			

Recommendation

No major change required	<input checked="" type="checkbox"/>	
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The proposed Bedford Borough Social Prescribing Service has no negative effect on equalities issues in Bedford Borough.

Monitoring and review

Monitoring and review Ian Brown	Review date December 2018
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