


APPENDIX A

Equality Analysis Report

Title of activity / Budget Proposal title and number Change of payment structure for NHS Health Checks	Committee meeting (decision maker) and date Health & Wellbeing Board – 15 th June 2016
Service area Public Health: Bedford Borough team	Lead officer Natasha Farleigh
Approved by Ian Brown 	Date of approval 23/05/2016
Description of activity: The NHS Health Check programme is a mandated public health function of the local authority. All GP practices in Bedford Borough and Central Bedfordshire are currently signed up to deliver NHS Health Checks, however overall performance is variable and remains below target. The proposed payment structure moving forwards supports a more targeted approach by further incentivising practices to focus on those at highest cardiovascular risk. In addition, the payment structure positively encourages good quality and onward referral to weight management services.	

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	
2. The activity could / does affect one or more protected equality groups.	Yes	x	No	
3. The activity could / does affect protected equality groups differently.	Yes	x	No	
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		No	x
5. The activity relates to an area where there are known inequalities.	Yes	x	No	
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	x	No	
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	x	No	
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	
9. An equality analysis of this activity is required.	Yes	x	No	
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.				
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	The NHS Health Check programme invites adults aged 40-74 living without pre-existing vascular disease ¹ . The purpose of the proposed change in fee structure is to encourage GP Practices to prioritise and invite patients with a higher estimated cardiovascular risk score for their NHS Health Check.
Which particular protected	<ul style="list-style-type: none"> Age

¹ Vascular disease: Heart disease including high blood pressure and high cholesterol, diabetes, kidney disease, stroke or vascular dementia.

equality groups are likely / will be affected?	<ul style="list-style-type: none"> • Disability • Race • Sex (gender)
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Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	NHS Health Check related data from 2015/16 has been extracted from patient records using an anonymised data extraction tool named TCR (The Computer Room).
What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	No consultation was necessary. National and local evidence shows that the NHS Health Check coverage is lower than expected. To maximise the potential of the NHS Health Check programme, it is important to complete high quality NHS Health Checks on those at highest risk and ensure onward referrals to lifestyle intervention accordingly.
What does this evidence tell you about the different protected groups?	<p>Age: The number of eligible patients declines with age within the 40-74 year age range. Conversion rate improves with age with 52.2% of those aged 70-74 attending in comparison to only 28.2% of those aged 40-44. This may be accountable to those of a working age finding it more difficult to make time to attend their GP practice.</p> <p>Disability: Those with a pre-existing diagnosis of vascular disease: heart disease including high blood pressure and high cholesterol, diabetes, kidney disease, stroke or vascular dementia are excluded from the 5 yearly NHS Health Check. Patients under review for any of the conditions listed above are entitled to a more frequent risk assessment typically completed annually.</p> <p>Race: When comparing uptake amongst BME groups caution must be taken with the data as 36% of all patients invited for an NHS Health Check in Bedford Borough did not have ethnicity recorded on their patient record.</p> <p>Out of those with ethnicity recorded, uptake of the NHS Health Check amongst white patients is good at 65.4% conversion, just short of the national 66% target. Uptake is lower amongst non-white</p>

	<p>BME groups, though it is positive to note that some figures are not too dissimilar to national average, with 47% of invited Asian patients and 46.5% of invited black patients attending their NHS Health Check.</p> <p>Sex (gender): Conversion rate is better in females than males, with 51.7% of females attending their NHS Health Check after being invited in comparison to only 32.4% of males despite more males being invited. GP practices are encouraged to prioritise invitations to patients at higher cardiovascular risk; men are typically at higher risk than women and this may explain the larger number of men invited.</p>
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 required.

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	
Race		x	
Sex		x	

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			Older people tend to have a higher cardiovascular risk score therefore would be prioritised within this revised payment structure.
Disability	x			Those with a higher cardiovascular risk score will be prioritised within this revised payment structure.
Gender reassignment			x	
Pregnancy and maternity			x	
Race	x			Some BME groups (e.g. South Asian) tend to have a higher cardiovascular risk score therefore would be prioritised within this revised payment structure.
Religion or belief			x	
Sex	x			Males tend to have a higher cardiovascular risk score therefore would be prioritised within this revised payment structure.
Sexual orientation			x	
Marriage & civil partnership			x	
Other relevant groups			x	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	GP practices are already required to provide demographic details of those who attend their NHS Health Check.
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What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	Regular monitoring and evaluation to assess the impact of the proposed changes in payment structure will take place.
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Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact				
Actions to increase positive impact	Amend payment structure to reflect a more targeted approach to delivering health checks i.e. prioritising those with an estimated higher risk of cardiovascular disease, outcome payments based on for quality and onward referral to weight management service.	Lead commissioner and contracts team	October 2016	Those at highest risk will be prioritised.
Actions to develop equality evidence, information and data	Regular monitoring and evaluation to assess the impact of the proposed changes in payment structure will take place.	Lead commissioner and contracts team	Ongoing	Those at highest risk will be prioritised.
Actions to improve equality in procurement / commissioning	Regular monitoring and evaluation to assess the impact of the proposed changes in payment structure will take place.	Lead commissioner and contracts team	Ongoing	Those at highest risk will be prioritised.
Other relevant actions	N/A			

Recommendation

No major change required	x	
Adjustments required		
Justification to continue the activity		
Stop the activity		

Summary of analysis

In preparing this assessment, 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 proposal to amend the payment structure of the NHS Health Check programme has no negative effect upon equality issues in Bedford Borough.

Monitoring and review

Monitoring and review	Review date
Jackie Golding	May 2017