

Equality Impact Assessment (EIA)

Section 1: Introduction

Name of Proposal Integrated Child and Adolescent Mental Health Service (CAMHS) section.75 agreement

For the purpose of this document, 'proposal' refers to a policy, function, strategy or project)

Service area & Directorate responsible Children and Culture

Name of completing officer Karlijn Tummers, Interim Senior Commissioning Manager, Children's Integrated Commissioning Team

Approved by Director/Head of Service Debbie Jones, Corporate Director Children and Culture

Date of approval TBA 19/11/2019

Conclusion - To be completed at the end of the Equality Impact Assessment process

This summary will provide an update on the findings of the EIA and what the outcome is. *For example, based on the findings of the EIA, the proposal was rejected as the impact on a particular group was disproportionate and the appropriate mitigations in place. Or, based on the EIA, the proposal was amended and alternative steps taken)*

As a result of performing the EIA, the proposal does not appear to have any disproportionate impact on people who share a protected characteristic and no further actions are recommended at this stage.

Current Decision Rating = Green (Proceed with Implementation)

See
Appendix A

Current
decision rating



The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them

Where a proposal is being taken to a Committee, please append the completed equality analysis to the cover report.

This Equality Impact Assessment provides evidence for meeting the Council's commitment to equality and the responsibilities outlined above, for more information about the Council's commitment to equality; please visit the Council's website.

Section 2 – General information about the proposal

Provide a description of the proposal including the relevance of proposal to the general equality duties and protected characteristic pursuant to Equality Act 2010.

The Children's Integrated Commissioning Team, the Clinical Commissioning Group (CCG) and Children's Social Care (CSC) are working towards establishing a fully integrated Children and Adolescent Mental Health Service (CAMHS). The strategic aim is to improve the experience of care, access to mental health support and outcomes for the most vulnerable children and young people (CYP), in line with the NHS transformation agenda for CYP's mental health, as well as supporting Tower Hamlets Together (THT) integration agenda.

The anticipated impact is aligned to the Equality Act 2010:

- An integrated CAMHS will improve the holistic service provided to vulnerable children and young people;
- It will launch and facilitate the start of a comprehensive service review in 2020/21, ensuring that CAMHS meets the needs of the local population and offers best value for money;
- It will guide the transition of the service to one that supports care leavers up to the age of 25, in line with the NHS long term plan. This will be achieved through ongoing dialogue and negotiation with ELFT
- To improve/ develop specialist trauma informed provisions for Unaccompanied Asylum Seeking Children (UASC).

This proposal also aligns with Tower Hamlets' strategic priority ensuring that people are aspirational, independent and have equal access to opportunities.

Section 3 – Evidence (Consideration of Data and Information)

What evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

In order to test out the efficacy of having an integrated CAMHS S.75 a CAMHS review group was set up to look at options for integration. Representatives from CSC, Children's Commissioning, the CCG and Public Health were on the review group. Throughout 2019, the CAMHS review group held in depth discussions with DCOS and CiCSC professionals to gain a better understanding of current service provision, gaps and opportunities to improve the services.

Details on who has been consulted with on this proposal to date and details of further plans for consultation:

- **Lissa-Marie Minnis** – Service Manager Regulated Services and Resources
- **Diana Viscusi** – Transformation Manager CCG
- **Ollie Temel** – Finance Business Partner
- **Human Resources** – Both for LBTH and East London Foundation Trust (ELFT) depending on the steer from CLT
- **Legal** – To increase the current S.75 agreement between the council and the CCG
- **ELFT** – Through formal commissioning intentions and ongoing negotiations
- **Mental Health Practitioners (DCOS and CiCSC services)**

Name of officer completing the EIA: Karlijn Tummers, Interim Senior Commissioning Officer

Service area: Children's Integrated Commissioning

EIA signed off by:

Date signed off:

Section 4 – Assessing the impacts on residents and service delivery

	Positive	Negative	Neutral	Considering the above information and evidence, describe the impact this proposal will have on the following groups?
Age	X			It will guide the transition of the service to one that supports care leavers up to the age of 25, in line with the NHS long term plan.
Disability	X			The integrated CAMHS will include the Disability Community Outreach Service (DCOS), a psychology team within Tower Hamlets Children's Social Care who support children with diagnosed neurodevelopmental, physical and/or complex health difficulties along with their families and the wider network involved.
Sex			X	
Gender reassignment			X	
Marriage and civil partnership			X	
Religion or belief			X	
Race			X	
Sexual orientation			X	
Pregnancy and maternity			X	

Other				
Socio-economic			X	
Parents/Carers			X	
AOB			X	

Section 5 – Impact Analysis and Action Plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<p>To continuously ensure service users and staff from all stakeholders are consulted throughout the implementation of the integrated CAMHS and to enable a joint review of the service during 2020/21 to ensure the service is meeting the needs of our vulnerable CYP</p>	<p>Draft specification and S.75 documents signed off by Legal services at the Local Authority and the CCG</p> <p>Children’s Integrated Commissioning to submit proposed new S.75 contract to MAB / Cabinet for approval</p> <p>CCG to submit proposed new S.75 contract to the Governing Body for approval</p> <p>CSC to issue ELFT a draft service specification, reporting requirements and S.75 legal framework</p> <p>Complete contract negotiation with ELFT</p> <p>New S.75 contract goes live</p> <p>Joint service review with recommendations for incorporation as part of next commissioning round.</p>	<p>December 2019</p> <p>January 2020</p> <p>January 2020</p> <p>December 2019</p> <p>31st January 2020</p> <p>1st April 2020</p> <p>31st October 2020</p>	<p>Anthony Harris, Interim Head of Service</p>	<p>See set dates</p>

Section 6 – Monitoring

Have monitoring processes been put in place to check the delivery of the above action plan and impact on equality groups?




Yes?

No? This will be put in place once the Integrated CAMHS goes live in April 2020

Describe how this will be undertaken.

Appendix A

Equality Impact Assessment Decision Rating

Decision	Action	Risk
<p>As a result of performing the EIA, it is evident that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a Protected Characteristic under the Equality Act. It is recommended that this proposal be suspended until further work is undertaken.</p>	<p>Suspend – Further Work Required</p>	<p>Red</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negative impact (direct, indirect, unintentional or otherwise) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, there is a genuine determining reason that could legitimise or justify the use of this policy.</p>	<p>Further (specialist) advice should be taken</p>	<p>Red Amber</p> 
<p>As a result of performing the EIA, it is evident that there is a risk that a disproportionately negatively impact (as described above) exists to one or more of the nine groups of people who share a protected characteristic under the Equality Act 2010. However, this risk may be removed or reduced by implementing the actions detailed within the <i>Action Planning</i> section of this document.</p>	<p>Proceed pending agreement of mitigating action</p>	<p>Amber</p> 
<p>As a result of performing the EIA, the proposal does not appear to have any disproportionate impact on people who share a protected characteristic and no further actions are recommended at this stage.</p>	<p>Proceed with implementation</p>	<p>Green:</p> 