

Somerset Equality Impact Assessment

Organisation prepared for	Somerset Clinical Commissioning Group (Fit For My Future)		
Version	Final Governing Body v1.0	Date Completed	1st Sept 2020
Description of what is being impact assessed			
<p>This Impact Assessment considers the issues raised with the approach referred to as ‘Option 2: Relocate Wells Service to Yeovil’ as outlined in the Public Consultation held between January and April 2020.</p> <p>This option would involve relocating St Andrews facility in Wells to a refurbished facility immediately next to the current ward at Yeovil.</p> <p>There will be no reduction in overall bed numbers.</p>			
Evidence			
<p>What data/information have you used to assess how this policy/service might impact on protected groups? Sources such as the Office of National Statistics, Somerset Intelligence Partnership, Somerset’s Joint Strategic Needs Analysis (JSNA), Staff and/ or area profiles,, should be detailed here</p>			
<ul style="list-style-type: none"> • Patient data and operational information. • Patient and carer feedback. • Information about local demographics as per the above sources. 			
Who have you consulted with to assess possible impact on protected groups? If you have not consulted other people, please explain why?			
<p>This Equality Impact Assessment is the latest version in a series of documents that will help inform the decision making process of the CCG’s Governing Body in light of the proposed Option two and the feedback received from the recent Public Consultation</p>			

process. The case for change and emerging options have been evolving and refined over a number of years drawing on the populations demographics, clinical best practice evidence, stakeholder feedback, (including service users and their carers), as well as a formal 'engagement process during 2019 – presenting the case for change, and the public consultation itself.

The full list of the groups consulted with can be found in appendix 1 at the end of this document.

Analysis of impact on protected groups




The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.

Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
Overarching themes pertinent to most groups	<ul style="list-style-type: none"> The benefits to patients will be support provided in a safer and higher quality nursing environment from a more sustainable workforce with increased medical cover. All of which will contribute to improved clinical outcomes. Co-location of wards in Yeovil will reduce clinical isolation, improved medical cover, training and knowledge sharing opportunities, a more consistent workforce to draw upon and better enable consistent quality standards to be maintained. Patients will be able to access an Emergency Department and other services provided by Yeovil District Hospital in the event that they have a physical health need that requires this support. Consultation feedback has highlighted that some patients and or visitors will have to travel further. However the above issues relating to improved patient safety and access result in a considerable overall positive impact for patients. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Disability	<ul style="list-style-type: none"> • The redesigned unit will be better compliant with disability access legislation so will be better suited to support patients with disabilities. • Refurbished wards and bedrooms will include fully accessible en suite bedrooms and ward areas and will enhance privacy and dignity for disabled people. • The proposed extra care areas in each of the two refurbished wards will enable more personalised care to be provided for people with disabilities, including those with autism, learning disabilities, sensory impairments, etc., as required. • Travel challenges and costs for some disabled visitors from the Mendip area will be an issue for some visitors if the ward is relocated (though reduced for others from other localities). These are addressed in the carers section below. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<ul style="list-style-type: none"> • There would be no negative impact on outcomes or experience of patients, carers or staff who are transgender other than those outlined under the Sex category. • Refurbished wards and bedrooms will include en suite bedrooms and ward areas and will enhance privacy and dignity. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<ul style="list-style-type: none"> • There would be no impact on outcomes or experience of patients, carers or staff who are married or in a civil partnership. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<ul style="list-style-type: none"> • There would be no negative impact on outcomes or experience of patients, carers or staff who are pregnant or who have recently had a baby. • Refurbished wards and bedrooms will include en suite bedrooms and ward areas and will enhance privacy and dignity 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>for breastfeeding/expressing mothers.</p> <ul style="list-style-type: none"> • Staff who are currently on maternity or sick leave will be kept up to date with service developments in accordance with Trust policy. 			
Race and ethnicity	<ul style="list-style-type: none"> • There would be no negative impact on outcomes or experience of patients, carers or staff due to race. • The provision of individual en suite rooms will enhance the privacy and dignity elements of care – allowing all people to meet their respective cultural needs. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or belief	<ul style="list-style-type: none"> • There would be no negative impact on outcomes or experience of patients, carers or staff of different faith groups or none. • The provision of individual en suite rooms will enhance the privacy and dignity elements of care – allowing all people to meet their respective cultural needs. 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<ul style="list-style-type: none"> • The proposal would have a positive impact on patients due to having modern facilities with en suite individual rooms, as well gender specific and neutral areas identified. • The current configuration of St Andrew's ward is that the de-escalation room is at the end of the women's corridor and so if a male is escorted to that area (usually in a highly distressed state) they can be very disruptive to the women on that particular corridor. • Every bedroom will be ensuite; as well as improving the patient experience, this is a significant safety and operational management benefit. • At any given time there are usually two women placed on the Psychiatric Intensive Care Unit (Holford Ward) with eight men. This is not an ideal situation for either the women or the men on the unit. The revised configuration would mean these women could be looked after in more appropriate settings. The new 	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

	<p>configuration will have two extra bedrooms separated from the main ward in an 'extra care' area. The extra care area will be able to better support patients with the greatest need in a more effective manner – whilst also improving the patient experience of the other patients on the ward.</p> <ul style="list-style-type: none"> The better designed wards will improve the 'lines of sight' of nursing staff and so will be a contributing factor to help reduce sexual and physical assaults on wards. 			
Sexual orientation	<ul style="list-style-type: none"> There would be no negative impact on outcomes or experience of patients, carers or staff of minority sexual orientations. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Other, e.g. carers, veterans, homeless, low income, rurality/isolation, etc.	<ul style="list-style-type: none"> RURALITY: Some patients in the Mendip and surrounding areas of Somerset may need to travel further for inpatient mental health care. <p>However, there are other patients who live in southern parts of the county who currently are also disadvantaged when they are placed on St Andrew's Ward in Wells.</p> <p>Additionally, the majority of people from the Mendip and surrounding areas who are admitted to an adult acute ward usually are first placed on Rydon Ward (Taunton) or Rowan Ward (Yeovil) and so this will not change.</p> <p>Overall, wherever people are placed the proposed co-location of inpatient wards will mean they will receive a higher quality of care, in an improved physical environment, with fewer transfers and easier access to emergency departments and urgent medical care.</p> <p>Therefore overall this is a neutral outcome.</p> <p>The Decision Making Business Case has recognised some of the</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

	<p>issues in relation to some patients being placed further from their home and has identified a number of mitigating actions to assist those patients (and their carers).</p>			
	<ul style="list-style-type: none"> CARERS: In some instances the distance from their home and the inconvenience for some carers who will have to travel further to visit their loved ones may be significant and expensive – especially if reliant on public transport. This will be countered to some degree by the assurance that their loved one will be placed on a ward that is more sustainable, provides higher quality care and is safer. The ward is for adults of working age and many of these patients will not be living at home or in the same place as their families. For some patients and carers the location of the newly refurbished ward in Yeovil will be closer to their home and so the travel time and costs for these carers will reduce. However, it must be acknowledged that for some carers, the travel distance will increase. The Decision Making Business Case has recognised some of the issues in relation to some patients being placed further from their home and has identified a number of mitigating actions to assist those patients and their carers. Therefore overall there is a negative outcome for some carers, for which a number of mitigations have been identified in the Decision Making Business Case. Nevertheless, for some carers this cannot 			

	be completely eliminated due to the geography of the County.			
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Negative outcomes action plan
 Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.

Action taken/to be taken	Date	Person responsible	How will it be monitored?	Action complete
A package of actions to mitigate some of the identified issues in relation to transport, especially for carers, if the ward is relocated, a detailed below.	Select date			<input type="checkbox"/>
To support the next stages of implementation, if agreed, a dedicated service user and carer group will be established to advise on the implementation of the proposals so that any negative impacts can be mitigated as much as possible.	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>
	Select date			<input type="checkbox"/>

If negative impacts remain, please provide an explanation below.

The reason that engagement and consultation was undertaken was to consider the issues raised above, along with quality and safety issues that are raised by the current configuration of adult mental health inpatient wards.
 A detailed travel and access analysis covering the issues for carers and visitors is set out in section 7.4 of the DMBC, together with

the proposed mitigations.

These mitigations will be dependent upon the outcome of the decision of the CCG's Governing Body in relation to the proposed relocation of the Ward, based on the Decision Making Business Case, due to be made on the 24th September 2020.

Completed by:	Andrew Keefe, Eelke Zoestbergen, and Lee Reed
Date	1st Sept 2020
Signed off by:	The Mental Health, Autism, and Learning Disabilities Strategic Cell.
Date	5th Sept 2020
Equality Lead/Manager sign off date:	 Maria Heard
To be reviewed by: (officer name)	Andrew Keefe, Deputy Director of Commissioning - Mental Health, Autism, & Learning Disabilities
Review date:	24 September 2022

Appendix 1: Voluntary and Community Groups who received information in relation to the Mental Health Public Consultation.

Organisation or Group
VCSE Forum
MH Stakeholders Forum
Carers Voice (Somerset Mental Health Hub)
Chard Watch
Geranium Trust
Heads Up Somerset
Headway Somerset
Headways Somerset
Help for Heroes
Mankind
Mencap Yeovil - Support Service
Somerset Mental Health Hub
North Taunton Partnership
Relationship Somerset
Seed of Hope
Somerset & Avon Rape & Sexual Abuse Support
Somerset Armed Forces Community Covenant
Stronger Communities
Somerset Counselling Centre
Somerset CRUSE (bereavement)
Somerset Mental Wellbeing Service
Somerset Suicide Bereavement Support Group
Somerset Survivors
SSAFA (Armed Forces charity)
The Farming Community Network
Yeovil Men's Shed Project.
Discovery

Creativity Works
Richmond Fellowship
Able2Achieve
Citizens Advice Mendip
Citizens Advice North Somerset
Citizens Advice Wells
Citizens Advice West Somerset
Crewkerne Mens Shed
Frome Citizens Advice
Frome Mens Shed
Home Group
Link Centre
Maternity Voices Partnership
Mens Shed Shepton Mallet
Rusty Road to Recovery
Sedgmoor Citizens Advice
Somerset Diverse Communities
South Somerset Association For Voluntary and Community Action
Street Mens Shed
SWAN Advocacy
Taunton Citizens Advice
Taunton Mens Shed
Wedmore Mens Shed
Wincanton Mens Shed
YMCA Mendip and South Somerset
Connect Centre
Dialogue (The Care Forum)
Elim Connect Centre
Engage
Mind in Sedgemoor (formerly New Directions)

Mind TWS (Mind in Somerset)
Our Voice Our Choice South West (Down's Syndrome Association)
Samaritans of Yeovil
Somerset Community Foundation
South West Community Matters
SWEDA
Taunton Samaritans
The Basalm Centre Wincanton
West Somerset Advice
Air Training Corps; 1013 (Quantock) Squadron
Caring Minds (19-25)
Charley's Memory (11-25 years)
Somerset Federation of Young Farmers' Clubs
The Project Chard (13-24 year olds)
YMCA Mendip
YMCA Somerset Coast
YMCA Taunton
YMCA Dulverton Group
Pathways
Carers Voice (Somerset Mental Health Hub)
Carers Voice (Somerset Mental Health Hub)
Candlelight Care
Compass Carers
Somerset Care
Amica Care (formerly Somerset Redstone Trust)
Amica Care (formerly Somerset Redstone Trust)
Carers UK
Rethink Mental Illness - Chard, Ilminster
Carers Assessment Worker - Somerset Coast
Hanover Housing Association Ltd

Magna West Somerset Housing Association
South Western Housing Society
Shal Housing Ltd
Yarlington Housing Group
Aster Housing Group
Hanover Court
Housing 21
Falcon Rural Housing Ltd
Homes in Sedgemoor
Sanctuary Supported Living
Methodist Homes for the Aged
Taunton Heritage Trust
Somerset Rural Council
Somerset Rural Council
Somerset Rural Council
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Somerset Rural Council
Somerset Rural Council
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Somerset Rural Council
Somerset Rural Council
Citizens UK
2BU Somerset
A Ray of Sunshine for a Child
AA Somerset (Alcoholics Anonymous)
Access for All

Action 4 inclusion Network CIC
Action on Disability and Development
Action on Hearing Loss
Active and In Touch Frome
ADHD Yeovil
Age UK
Al-Anon-Drugs & Alcohol - Somerset
Albermarle Centre
Alzheimer's Society; Memory Café (Bridgwater)
Alzheimer's Society; Memory Café (Yeovil)
Alzheimer's Society; Memory Café (Chard)
Alzheimer's Society; Memory Café (Taunton)
Alzheimer's Society; Memory Café (Minehead)
Alzheimer's Society; Memory Café (Street)
Alzheimer's Society - Somerset
Anglo-Chinese Health and Cultural Society; Anglo Chinese Society
Arc (Victory House)
Arthritis Care UK - Bridgwater Somerton and Wells Branches
Asian Women and Friends
Autism Solutions Ltd
Autism Somerset
Bahai Community
Balsam Centre
BIBIC
Black and Minority Ethnic Employees Network (internal SCC)
Blackdown Hills Parish Network
Brandon Trust
Bridgwater and Taunton Deaf Club
Bridgwater Association for the Elderly
Bridgwater Czech/Slovak Friendship Society

Bridgwater Deaf Church
Bridgwater H.E.L.P
Lawler Languages
Bridgwater Senior Citizens Forum
Brunel Care (Somerset)
Burnham & Highbridge Stroke Club
Cancer Aid for Everyone - CAFE
Candlelight Caring For Autism
Care Focus Somerset Ltd
Carers Assessment Worker - Somerset Coast
Carers UK
Carers' Voice
Caring Minds CIC
Chard & District Riding for the Disabled
Chard and Ilminster Heart Care Group
CHARIS
Community Land Trust
Compass Disability - Engagement
Compass Disability Services
Compass Disability Services
Creating Learning Opportunities in Western Somerset (CLOWNS)
Cruse Bereavement Care
Deaf Club Bridgwater and Burnham
Deaf Plus Somerset
Dementia Somerset
Diabetes UK - South West
Diocese of Bath & Wells
Diocese of Bath & Wells
Diocese of Bath and Wells - Community Cohesion
Diversity Voice

Dorothy House Hospice (Frome)
Downs Syndrome Association - Yeovil Branch
EACH (Education Action Challenging Homophobia)
Eddystone Trust
Elim Connect Centre
Encouraging Special Children And Parents Everywhere-ESCAPE
Endometriosis UK Local Group (Taunton, Bridgwater & West Somerset)
Epilepsy Action Street
Epilepsy Society
Equilibrium Mental Health Service Consultants
Exmoor Youth Project
Fare Share South West
#Focus5
Forefront Community Church - Chard
Forget Me Not Café
Forum 21
Friends, Families and Travellers (FFT)
Frome Area Christians Together
Frome and District Day Centre
Golden Oldies - Singing for Fun
Guide Dogs
Hands of Change
Heads Up
Health and Local Food for Families (HALFF)
Healthwatch Somerset
Holy Trinity Church, Bridgwater
Holy Trinity Church, Frome
Humanists (Taunton and Somerset)
In Touch Project
Life Central Ltd (previously Inspire Hope Today)

Intercom Trust
Jewish Community of Somerset
Keyring Living Support Network
Langley House
Langley House Trust
Lawler Languages
Marie Curer Helper Service
Marie Curie
Martock Senior Support
Martock Christian Fellowship
Martock All Saints Parish Church
McMillan Cancer Support
Mencap
Men's Sheds
Mendip Autism Support Group
Mid Somerset Tinnitus Group
Migrant Workers Forum (Mendip)
Mind in Somerset
Minehead and District Lions Club
Motor Neurone Association (South and East Somerset Branch)
Motor Neurone Association (South and West Somerset Branch)
MS Society
National Autistic Society South West
Network for Employees with a Disability (NED) (internal SCC)
Open Storytellers
Orchard Vale Trust
PALS
Parkinsons UK
People First Dorset
People Plus

Philippine International Neighbourhood Association Somerset
Pride West
Riding for the Disabled
Recovery South West (RSW)
Relationship Somerset Counselling
Reminiscence Learning
Rethink
RNID (Action on Hearing Loss)
Recovery South West (RSW)
Relationship Somerset Counselling
Samaritans of Yeovil, Sherborne and District
Seed Of Hope
Sense
Silver Line
Amica Care Trust (redstone)
Somerset & Wessex Eating Disorders Association (SWEDA)
Somerset Area Young Cruse
Somerset Association of Local Councils
Somerset Care at Home
Somerset Churches Together
Somerset Community Care Matters (SCCM)
Somerset Community Food
Somerset Drug & Alcohol Partnership
Somerset Dyslexia Association
Somerset Engagement and Advisory Group (NHS Somerset)
Somerset Gay Health
Somerset Lesbian Network (SLN)
Somerset Older Citizens Alliance
Somerset Parent Carer Forum
Somerset Partnership Carer's Services Team

Somerset Sight
Somerset Suicide Bereavement Support Group
Somerset Trust for Arts & Recreation (STAR)
Somerton Senior Youth Club
Somewhere House
South Somerset Muslim Cultural Association
"Stay Strong, Stay Steady" Classes in Somerset - Age UK Somerset
St John Ambulance
St. Margaret's Hospice
Street Pastors (Chard)
Street Pastors (Yeovil)
Suicide Bereavement Support Service
Syrian Community in the South West
Tangle International
Taunton Deaf Club
Taunton Deane Disability Discussion Group
Taunton Deane Polish Association
Taunton Deane Tenants Forum
Taunton Gay Group
Taunton Malayali Prayer Group
Taunton Mosque and Islamic Centre
Taunton Street Pastors
Taunton Welcomes Refugees
Taunton Women's Forum
Taunton Women's Aid
Temple Methodist
The Bridge, Frome
The Diversity Trust
The Henheys Centre
The Link Centre

The McGarvey Fellowship
The Open Door
The Reader: Shared Reading Groups
The Samaritans
The Snowdrop Group - Yeovil
Turning Point
Ups and Downs Southwest
Unity in the community
Williton Support Group (WASPS) -Parkinsons
WATCH Project
Wayfarers - Martock (Gateway Club)
We Hear You
Wiveliscombe Community Office
Women's Equality Network, Somerset (WENS)
Yeovil Shopmobility
You First Support Services
Spark Somerset