



# City of Edinburgh Council Record of Equality and Rights Impact Assessment

## Part 1: Background and Information

### (a) Background Details

Please list ERIA background details:

**ERIA Title and Summary Description:** The ERIA has been completed prior to tendering for new services to ensure that the services are consistent with the council's aims and obligations. The ERIA was completed by gathering information on best existing best practice and on the research evidence base for equalities and addictions. The primary recommendations are in the form of requirements which will be included in the specifications and subsequent contracts stipulating the ways in which the service providers must deliver in line with the ERIA's findings.

| Service Area | Division    | Head of Service  | Service Area Reference No. |
|--------------|-------------|--|----------------------------|
| EADP         | Social Care | Michelle Miller<br>Head of Service &<br>Chief Social Work<br>Officer |                            |

### (b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

| Policies and Services   | Date ERIA commenced |
|---|---------------------|
| Service Specifications and procurement plans for a) Counselling and Psychological Therapies Service and b) Locality Harm Reduction and Recovery Initiation Services | May - August 2015   |
|   |                     |
|   |                     |
|   |                     |

### (c) ERIA Team

Please list all ERIA Team Members:

| Name           | Organisation / Service Area |
|----------------|-----------------------------|
| David Williams | EADP Commissioning manager  |
|                |                             |
|                |                             |
|                |                             |

## Part 2: Evidence and Impact Assessment

### (a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

| Evidence   | Abbreviation |
|--|--------------|
| Informing Equalities (specially commissioned document on the evidence base for equalities and substance misuse)  | IE           |
| Meetings with and written information from current providers detailing existing practice in relation to equalities (facilitated by outside consultant) |              |
| Information gathered informally through conversation café's and other fora on the particular experiences of groups with protected characteristics.     |              |
| Available data on the characteristics of those currently attending the services  |              |
|  |              |

### (b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### Summary of Enhancements of Rights

Achieving recovery enables individuals to improve their life chances and to increase engagement in the life of their families and communities. Longevity, health, relationships, economic well being, family life are all explicit aims (measured outcomes) for the services being tendered. Participation, influence and voice are key themes of our service-user involvement and carer involvement strategies.

#### Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

### (c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

|   |
|---|
| <b>Positive Impacts</b>   |
| The services' delivery will enhance support services for people with addictions and mental health issues and for their carers and enable individual and community recovery. It is therefore, anticipated that this will have a positive impact in contributing to the Council's and the Health Board's duty to work towards eliminating unlawful discrimination of people with protected characteristics, whatever their protected characteristics.<br>Specific requirements on the providers of the services are detailed below. These were based on existing good practice and the available evidence base and will be incorporated into the design and delivery of services under the contracts. |
| <b>Negative Impacts</b>   |
| None  |

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

|   |
|---|
| <b>Positive Impacts</b>   |
| The services' delivery will enhance support services for people with addictions and mental health issues and for their carers and enable individual and community recovery. It is, therefore, anticipated that it will contribute to the Council's and the Health Board's efforts to improve equality of opportunity.<br>Specific requirements on the providers of the services are detailed below. These were based on existing good practice and the available evidence base and will be incorporated into the design and delivery of services under the contracts. |
| <b>Negative Impacts</b>   |
| None  |

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

|  |
|--|
| <b>Positive Impacts</b>  |
| The services' delivery will enhance support services for people with addictions and mental health issues and for their carers and enable individual and community recovery. It is, |

therefore, anticipated that it will contribute to the Council's and the Health Board's efforts to foster good relations. In particular, the services will be required to actively address stigma towards substance misuse in local areas.

Specific requirements on the providers of the services are detailed below. These were based on existing good practice and the available evidence base and will be incorporated into the design and delivery of services under the contracts.

**Negative Impacts**

None

### Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

#### (a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

| Evidence Gaps   | Action to address gaps                                 |
|---|--|
| Differential management information on the impact of services for all groups with protected characteristics | All services to be required to gather this information |
| Differential satisfaction information on the experience of all groups using the services.                   | All services to be required to gather this information |
|   |  |
|   |  |
|   |  |

#### (b) Recommendations

Please record SMART recommendations to

- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts.

| Recommendation  | Responsibility of (name)   | Timescale   |
|---|--|---|
| As an element of the tendering and under the subsequent contract, services will be required to deliver effectively for all segments of the population and meet the needs of all groups with protected characteristics. This will include: | David Williams (both at the point of evaluating bids and of contract enforcement and monitoring) | Bid evaluation October 2015. Ongoing monitoring from April 2016 |

- Completing and being informed by routine Equalities and Rights Impact Assessment of the overall service and of all changes in service and addressing all barriers to access which these may highlight (see appendix 7 “Equality and Rights Impact Assessment Information” for our proforma). Self assessments will be informed by the evidence base for equalities and substance use (see documents embedded in the proforma)
- Maintaining differential management information on all groups with protected characteristics and regularly reviewing access to and effectiveness of the service for all of these groups.
- Actively linking to domestic violence services and being is fully accessible to those in the sex industry and all women experiencing violence.
- Delivering a trauma informed service (experience of trauma being a major barrier to women engaging and achieving outcomes in treatment).
- Actively linking to LGBTQ groups and services and ensuring that services are promoted effectively to this population.
- Working with the Council’s translation and interpretation services.
- Actively linking to the eastern European and other BME groups and work to ensure that these groups needs for recovery services are met.

cont

|  |  |  |
|--|--|--|
| <p>cont</p> <ul style="list-style-type: none"> <li>• Offering a choice of gender of worker and gendered group work options where possible and ensuring that potential clients are aware of this.</li> <li>• Systematically completing routine enquiry for gender based violence (training will be offered to ensure that this can be implemented effectively)</li> <li>• Offering services from accessible locations and make all reasonable adjustments for physical and sensory impairment and adhere to the requirements of the Disability Discrimination Act 1995</li> <li>• Consider the circumstances of all people in need when planning service opening times: The service needs to be accessible to those who are working and not working and those with and without child care responsibilities.</li> <li>• Ensuring that all potential clients are fully aware of the confidentiality policy, including the service's approach to child protection</li> </ul> |  |  |
|  |  |  |
|  |  |  |

**(c) Sign Off**

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council's website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

| Date       | Sign Off (print name and position)                    | Reason for Sign Off<br>(please indicate which reason/s from list (i) to (vi) above) |
|------------|---|---|
| 12/08/2015 | David Williams - author (Commissioning manager, EADP) | i,ii,iii  |
| 12/08/2015 | Nick Smith (EADP Joint Programme manager)             | i,ii,iii  |
|            |   |   |