

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Outcome</b>	<b>People in Southampton live safe, healthy, independent lives</b>
<b>Code</b>	<b>SHIL 4 (ii)</b>
<b>Name or Brief Description of Proposal</b>	A review of Mental Health services.
<b>Brief Service Profile (including number of customers)</b>	
Currently Southampton City Council are in partnership with Southern Health Foundation Trust to provide Mental Health Care in Southampton. The Council provide and fund social workers and support staff to the Community Mental Health Teams and crisis services. These are line managed by Southern Health Foundation Trust.	
<b>Summary of Impact and Issues</b>	
<p>The Council proposes to review its relationship with Southern Health Foundation Trust to ensure the agreement continues to offer value for money and the best care possible for services users.</p> <p>This includes to:</p> <ul style="list-style-type: none"> <li>• Consider the joint arrangements in place to ensure they are meeting current level of demand.</li> <li>• Work in partnership with health to review all Mental Health care packages to ensure value for money.</li> <li>• Review and update policies and procedure and ensure that the provision of aftercare services is appropriate.</li> <li>• Review current training to ensure we are meeting legislative requirements.</li> </ul> <p>In Southampton, we have approximately 3,500 service users. It is anticipated that the service provision will improve and there will be no interruption in care provision.</p>	
<b>Potential Positive Impacts</b>	
<ul style="list-style-type: none"> <li>• A fit for purpose contract, which is current and up to date.</li> <li>• Service is flexible and able to meet current level of demand.</li> </ul>	

<ul style="list-style-type: none"> <li>• The service will have the right amount of staff to complete the complexity of cases.</li> <li>• The service will have monitoring arrangements to manage budgets effectively.</li> <li>• To use accommodation/office buildings in the most effective way.</li> <li>• Reduce duplication between teams.</li> </ul>	
<b>Responsible Service Manager</b>	Sharon Stewart Prioritisation, Safeguarding and Initial Response Service Lead
<b>Date</b>	14 October 2016
<b>Approved by Senior Manager</b>	Paul Juan Acting Service Director – Adults, Housing and Communities
<b>Date</b>	14 October 2016

### Potential Impact

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	<p>The recommendation should make no fundamental impact on the service users in regard to age.</p> <p>Some service users have older carers who have their own support needs or who may develop needs in the future.</p>	<p>All service users will be considered in view of their individual needs including complexity and access issues.</p> <p>Carers are entitled to assessments in their own right and would be able to access this where necessary.</p>
<b>Disability</b>	<p>The recommendation aims to have a positive impact on people with mental health needs but may have negative impact depending on the individual.</p> <p>A positive impact for some will be the freedom and flexibility to use their personal budget to meet their individual need.</p>	<p>All service users will be considered in view of their individual needs including complexity and access issues.</p>
<b>Gender Reassignment</b>	<p>Services can provide a safe environment for people who face multiple discrimination. Accessing mainstream activities may be more</p>	<p>This can be mitigated by support to access alternative, appropriate services such as peer support and by working</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	challenging for some individuals.	with other agencies to ensure all purchased and community services are accessible to all communities.
<b>Marriage and Civil Partnership</b>	No identified negative impacts.	N/A
<b>Pregnancy and Maternity</b>	No identified negative impacts.	N/A
<b>Race</b>	The impact on Black and Minority Ethnic (BME) groups will be in line with current evidence to support the need to facilitate better access to services for this group.	All service users will be considered in view of their individual needs including complexity and access issues.
<b>Religion or Belief</b>	No identified negative impacts.	N/A
<b>Sex</b>	No identified negative impacts.	N/A
<b>Sexual Orientation</b>	In house services can provide a safe environment for people who face discrimination. Accessing mainstream services for some individuals may be more challenging.	This can be mitigated by support to access alternative, appropriate services such as peer support and by working with other agencies to ensure all purchased and community services are accessible to all communities.
<b>Community Safety</b>	No identified negative impacts.	N/A
<b>Poverty</b>	There are potential impacts if people have to travel further at extra cost to access their support.  Alternatively people can chose to access more local services.	All service users will be considered in view of their individual needs including age, complexity and access issues.
<b>Other Significant Impacts</b>	No identified negative impacts.	N/A