

## Equality Impact Assessment (EIA) Form

Public sector bodies need to be able to evidence that they have considered the potential impact on all people with ‘protected characteristics’<sup>1</sup> when drawing up policies, delivering services or planning for their own employees.

To comply with our legal requirements and ensure that all programmes, services and investments do not result in unfair disadvantage or exclusion, an EIA must be completed.

Please submit this document with the associated Case for Change or Business Case to the PMO team at [bhccg.pmo@nhs.net](mailto:bhccg.pmo@nhs.net). You should consult the EIA Guidance when completing this form.

EIA INFORMATION			
<b>Title</b>	Low Vision Service and Eye Care Liaison Officer		
<b>Author</b>	Katie Chipping	<b>Team</b>	Planned Care
<b>Date</b>	21 <sup>st</sup> July 2017	<b>Reference No.</b>	
FOR PMO USE ONLY			
<b>Approved By</b>		<b>Date Approved</b>	

### Section 1: Looking at the Evidence

**1. Please summarise the purpose of the proposal, project or policy and its desired outcomes:**

Brighton and Hove CCG (with High Weald Lewes and Havens CCG and Horsham and Mid Sussex CCG as associate contractors) currently commission a Low Vision service. This service is provided by Brighton and Hove County Council (BHCC).

- Annual Spend: B&H Hove CCG £63k, HWLH CCG £11k, HMS CCG £6k

Brighton and Hove CCG and BHCC jointly fund the post of ECLO at the following hospital sites; BSUH – Sussex Eye Hospital, PRH and QVH.

- Annual B&H CCG funding £21k (the cost of the postholder)

This EIA will be submitted to the Health Policy Committee with a covering paper, to consider options for the future commissioning of these services.

These are legacy agreements which have been extended beyond their original 3 year contract term.

**2. Who should benefit from the proposal, project or policy and in what way?**

- B&H CCG efficiencies, cost savings in the amount of £101k per annum.

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<sup>1</sup> These include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, gender, and sexual orientation. Marriage and civil partnership also apply but only in relation to eliminating discrimination

- There is a risk that if the CCG withdraws funding that this would negatively impact upon both B&H and HWLH patients, it is yet unknown as to whether BHCC or East Sussex County Council would be able to fund these services.
3. Is there any evidence or reason to believe that in relation to this proposal, project or policy, there may be a difference between certain groups and communities in relation to:
- Levels of participation - n/a
  - Uptake - n/a
  - Needs or experiences - n/a
  - Priorities - n/a

*If the CCG ceased funding of these services this would negatively impact upon patients.*

## Section 2: Assessing the Impact

Using the evidence listed above, fill in the table below to highlight the groups you think this proposal, project or policy has the potential to impact on:

	<b>Evidence for identifying negative impact on the below groups</b>	<b>Plans in place to mitigate potential negative impact</b>
<b>People of all ages</b>	<b>Patients either with low vision or those who are registered as blind will no longer have access to these services.</b>	<b>CCG conversation with BHCC. These are services could be funded by social care. Other third sector services are available.</b>
<b>People with a disability<sup>2</sup> (including deaf people)</b>	<b>As above</b>	<b>As above</b>
<b>People who are transitioning from one gender to another<sup>3</sup></b>	<b>As above</b>	<b>As above</b>
<b>People who are black or from a minority ethnic background (BME)<sup>4</sup></b>	<b>As above</b>	<b>As above</b>
<b>People with a religion or belief<sup>5</sup></b>	<b>As above</b>	<b>As above</b>
<b>People who are lesbian, gay or bisexual (LGB)</b>	<b>As above</b>	<b>As above</b>

<sup>2</sup> A person is disabled if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities

<sup>3</sup> A person who proposes to, starts, or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected

<sup>4</sup> This includes ethnic or national origins, colour or nationality, including refugees and migrants; Gypsies and Travellers

<sup>5</sup> The Act also covers lack of religion or belief

<b>People who are pregnant or new parents</b>	<b>As above</b>	<b>As above</b>
<b>People with caring responsibilities</b>	<b>As above</b>	<b>As above</b>
<b>Men or women generally</b>	<b>As above.</b>	<b>As above</b>
<b>People married or in a civil partnership<sup>6</sup></b>	<b>As above</b>	<b>As above</b>
<b>Other relevant groups<sup>7</sup></b>	<b>As above</b>	<b>As above</b>
<b><i>Community cohesion<sup>8</sup></i></b>	<b>Patients either with low vision or those who are registered as blind will no longer have access to these services.</b>	<b>As above</b>
<b><i>Cumulative impact<sup>9</sup></i></b>	<b>Patients either with low vision or those who are registered as blind will no longer have access to these services.</b>	<b>As above</b>

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<sup>6</sup> This applies only in relation to due regard for the need to eliminate discrimination

<sup>7</sup> E.g. people experiencing domestic violence, substance misusers, homeless people, looked after children, ex armed forces personnel etc.

<sup>8</sup> What must happen in all communities to enable groups of people to get on well and work together.

<sup>9</sup> The impact when considering other services or activities together as a change in one area may impact somewhere else

### Section 3: Developing an Action Plan

Considering our duty to proactively tackle disadvantage and promote equality of opportunity, list the actions required to ensure the new programme, service or investment does not result in unfair disadvantage or exclusion.

#### *Low Vision Service*

*Access to this service is at Brighton and Haywards*

Equality Group	Specific Action	Owner / Lead	Date Due	Monitoring Arrangements
B&H CCG Patients	Transfer of care <b>(are patients under long term care? Is there a need to transfer them to a new provider and how do we do this?)</b>			There are a range of voluntary sector services within Brighton and Hove for those with sight loss.
HMS CCG Patients	Transfer of care			Patients care can be transferred to the Low Vision service provided by West Sussex County Council
HWLH CCG Patients	Transfer of care			HWLH CCG have a low vision service provided by East Sussex County Council who could take both Low vision and ECLO patients (awaiting confirmation from HWLH)
B&H CCG Patients	Communications Strategy			To be determined as appropriate
HWLH CCG Patients	Communications Strategy			To be determined as appropriate
HMS CCG Patients	Communications Strategy			To be determined as appropriate

#### ECLO

Postholder in place at Sussex Eye Hospital Brighton, PRH and QVH.

Equality Group	Specific Action	Owner / Lead	Date Due	Monitoring Arrangements
B&H CCG Patients	Transfer of care <b>(are patients under long term care? Is there a</b>			

	<b>need to transfer them to a new provider and how do we do this?)</b>			
<b>HMS CCG Patients</b>	<b>Transfer of care</b>			
<b>HWLH CCG Patients</b>	<b>Transfer of care</b>			<b>HWLH CCG have a low vision service provided by East Sussex County Council who could take both Low vision and ECLO patients (awaiting confirmation from HWLH)</b>