

Equality Impact Assessment Form

[screentip-sectionA](#)

1. Document Control

Control Details:

Title:	
If this is a budget EIA please ensure the title is the same as the title used within the budget booklet	COVID prevention using Adult Weight Management Services Grant (No.31/5440)
Author:	Claire Novak, Insight Specialist – Public Health
Director:	Ita O'Donovan
Department:	Analysis and Insight
Service Area:	Strategic Insight Team
Contact details:	Claire.novak@nottinghamcity.gov.uk
Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)	No, this is a grant from central government to be used on adult weight management services specifically.
If yes, please include the reference number	
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

2. Document Amendment Record:

Version	Author	Date	Approved
1.0	Claire Novak	01/07/2021	

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Rosey Donovan	Equality and Employability Consultant	14/07/2021

4. Glossary of Terms

Term	Description
PHE	Public Health England, the department in central government who manage this funding
JSNA	Joint Strategic Needs Assessment, a local assessment of current and future health and social care needs. The JSNA consists of individual chapters on health and social care issues.

[screentip-sectionB](#)

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

Nottingham City Council has received a grant to be spent this financial year to expand existing and commission new adult weight management services. This allocation is weighted by population size, deprivation levels and obesity prevalence. The grant will be split between different providers to reach different members of the community.

The stringent grant conditions and very short timescale for spend are challenging.

[screeintip-sectionC](#)

6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

[Joint Strategic Needs Assessment chapters on Diet and Nutrition \(2016\), Physical Activity \(2016\), Obesity \(2016\), Cardiovascular Disease \(2016\) and Diabetes \(2016\).](#)

[Public Health England \(2017\) Nottingham Health Profile.](#)

The Obesity JSNA reports that data contained within the Public Health Outcomes Framework for 2012-14 indicates that 23.1% of Nottingham’s adult population is obese. This is the target population for the weight management service. Public Health England [data from Fingertips](#) indicated that 63.6% of adults in Nottingham were classed as having excess weight 2017-18.

Previous citizen engagement has taken place and has been taken into account when redesigning service provision, this includes:

- Improving cardiovascular disease prevention services to engage men in Nottingham – interviews with 33 men (DH Insight, 2011)
- Health and Wellbeing Strategy Consultation (Nottingham City Council, 2015)
- Men’s weight management research – interviews with 60 men (Nottingham Trent University, 2013)
- NHS Health Checks Marketing Research – focus groups with men and women (DH Insight, 2014)

Outcome data for the services was used to select services which address inequalities.

7. Impacts and Actions:

<u>screeintip-sectionD</u>	Could particularly benefit X	May adversely impact X
<u>People from different ethnic groups.</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<u>Men</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<u>Women</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
<u>Disabled people or carers.</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>		

<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
<p>1. <u>People from different ethnic groups.</u></p> <p>Evidence suggests these groups do not traditionally access commercial weight management groups and they may be at higher risk of diabetes, heart disease and stroke.</p>	<p>The Oviva service is delivered in 22 languages, including Polish, Urdu, Punjabi and Romanian by qualified dieticians and is culturally appropriate for different diets etc.</p>

<ul style="list-style-type: none">2. <u>Men</u>: do not traditionally access commercial weight management groups.3. <u>Women</u>: National and local data shows that obesity levels are associated with deprivation and lower socioeconomic status particularly amongst women.4. Disabled people or carers 5. Pregnancy/ Maternity	<p>The Notts County Foundation use the FIT Fans model developed in Scotland. They have been successfully running groups over the last year which are approximately 50/50 male and female and reach those in lower socio-economic groups.</p> <p>Slimming World are successful at targeting women (approximately 85% of attendance in the existing contract is by women).</p> <p>The Oviva service is accessible for disabled people or carers who may not be able to or not want to attend a group. It is also suitable for those with complex conditions as it delivered by dieticians.</p> <p>The PHE grant conditions exclude pregnant women, due to a national decision. To mitigate against pregnant women being adversely affected, existing and ongoing Slimming World provision targets pregnant women as a priority group. Slimming World target women who are pregnant and those up to a year after giving birth, both in their social marketing and other advertising. They also work closely with midwife and health visitor colleagues to promote easier signposting.</p>
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8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

Quarterly monitoring of outcomes such as weight loss, demographics, mental health scores etc by PHE and internally will help to examine accessibility and outcomes for all users.

9. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: Declan O’Neill, Consultant in Public Health declan.oneill@nottinghamcity.gov.uk</p> <p>The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.</p>	<p>Date sent for advice: Send document or Link to: equalities@nottinghamcity.gov.uk</p>
<p>Approving Manager Signature:</p> 	<p>Date of final approval: 20.07.21</p>

<p>Before you send your EIA to the Equality and Employability Team for advice, have you:</p> <ol style="list-style-type: none"> 1. Read the guidance and good practice EIA’s http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc 2. Clearly summarised your proposal/ policy/ service to be assessed.
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3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.