

Equality Impact Assessment (EIA) Tool

Please ensure you have read the [guidance pages](#) prior to completing this tool

Document Control

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If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
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Name	Title role	Date
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Glossary of Terms

Term	Description
CVD	Cardiovascular Disease
JSNA	Joint Strategic Needs Assessment
NICE	National Institute for Health and Care Excellence

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

The NHS Health Check programme is a national public health programme which sets out to identify and reduce the risk of cardiovascular disease (CVD) in the population by offering citizens aged 40-74 years without existing cardiovascular disease (or certain other conditions) a free health check. CVD is one of the main causes of citizens dying early in the city and rates of death from CVD in the city are significantly higher than the England average. The higher rate of CVD is therefore a significant contributor to the lower life expectancy in the city compared with the England average (Nottingham City JSNA).

The delivery of NHS Health Checks and improving uptake to the programme each year is a mandatory requirement of the Health and Social Care Act 2012 for the City Council. Therefore it is essential that the City Council commissions services to deliver this programme and ensure continuity of service provision.

The delivery mechanism will be open to healthcare providers but is expected to mostly be GP practices given their history of providing this service. The Health Check involves assessing cholesterol and blood pressure levels and putting this information together with demographic and health related behaviour information to calculate an individual's risk of developing CVD over 10 years. Patients with higher risk are then referred for clinical support from their GP and can also access healthy living services commissioned by the City Council.

NICE guidance CG181 on Lipid Modification (July 2014) recommends prioritising people for a CVD risk assessment based on information stored in their medical records. Local market analysis has found that the current remuneration offered by Nottingham City Council for the delivery of Health Checks is good value for money for the authority.

1. b. Information used to analyse the equalities implications

[Health Needs Assessment of the Black and Minority Ethnic Populations within Nottingham City \(2017\)](#), [Joint Strategic Needs Assessment: Cardiovascular Disease chapter \(2016\)](#), both available on Nottingham Insight. Completed in-depth Options Appraisal including NHS Health Checks Literature Review and Data Analysis. Previous performance data of NHS Health Check engagement and completions.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
Community		X	X	X			
	People from different ethnic groups	X	X		People from specified minority ethnic backgrounds	Continued prioritisation of people from	Monitoring of NHS Health Checks

					<p>(Black, Asian, Mixed) to be prioritised for health checks via the Nottingham City Council payment model to providers (NHS Health Check free for patients), but, also understand that if providers are mostly GP practices, GP practices can be less accessible for people from minority ethnic groups.</p>	<p>specified minority ethnic groups via Nottingham City Council payment model to providers (NHS Health Check free for patients), Nottingham City Council Public Health fund and support a range of initiatives to reach communities and groups who may struggle to access GP services.</p> <p>‘Into the Mainstream’ is a programme delivered by Nottingham and Nottinghamshire Refugee Forum, to help people</p>	<p>completion including completion of priority patients.</p>
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						<p>seeking asylum who are newly arrived in Nottingham to register with a local GP and access primary care and other health services.</p> <p>The Health Bus is an outreach programme run by the Health Shop to bring specialist harm reduction services to local communities including marginalised groups. The Health Bus team are able to signpost their service users to local services</p>	
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						<p>and promote access to GPs.</p> <p>The Community Champions programme enables trained volunteers from local communities to engage with their friends, neighbours and communities of interest on key health topics, tailoring their messages to their audience, and promoting health and wellbeing. The Community Champions are well placed to reach residents and communities who are less</p>	
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						<p>familiar with preventative health services that are routinely offered in primary care such as screening and vaccination programmes, and to provide information on accessing these. Community Champions are also able to support people by translating information and communicating in community languages.</p> <p>Nottingham City Council Public Health will continue to work with NHS partners to support their</p>	
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						efforts to ensure residents are registered with local GP practices and transient communities are supported to access healthcare. Any mitigation actions, such as communications, consider translation requirements, digital exclusion and readability.	
	Men			X	Provision of NHS Health Checks not likely to have a differential impact based on sex or gender.		
	Women			X	As above		
	Trans			X	As above		

	Disabled people/ carers	X			People on the learning disability register and the serious mental illness register are prioritised via the Nottingham City Council payment model to providers (NHS Health Check free for patients).		
	Pregnancy and maternity			X			
	Marriage/Civil Partnership			X			
	People of different faiths/ beliefs and those with none			X			
	Lesbian/ Gay/ Bisexual people			X			
	Older			X	Everyone between the ages of 40-74 years is eligible for a Health Check once every 5 years if they		

					do not already have a pre-existing condition.		
	Younger			X	See above		
	<p>Other (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background.</p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>						

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	<p>Procurement of service to include requirement for provider to give evidence of how they will do this.</p> <p>Contract review process to include equality impact report and notification immediately of any adverse incidents or complaints with regards Equality Act duties.</p> <p>Providers who are GP practices have to adhere to NHS England equality and diversity policies of: eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity, and fostering good relations between people who share a protected characteristic and those who do not share it.</p>	Clare Routledge	Complete	
Advance equality of opportunity between those who share a protected characteristic and those who don't	<p>Procurement of service to include requirement for provider to give evidence of how they will do this.</p> <p>Contract review process to include equality impact report and notification immediately of any adverse incidents or complaints with regards Equality Act duties.</p> <p>Providers who are GP practices have to adhere to NHS England equality and diversity policies of: eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity, and fostering good</p>	Clare Routledge	Complete	

	relations between people who share a protected characteristic and those who do not share it.			
Foster good relations between those who share a protected characteristic and those who don't	<p>Procurement of service to include requirement for provider to give evidence of how they will do this.</p> <p>Contract review process to include equality impact report and notification immediately of any adverse incidents or complaints with regards Equality Act duties.</p> <p>Providers who are GP practices have to adhere to NHS England equality and diversity policies of: eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity, and fostering good relations between people who share a protected characteristic and those who do not share it.</p>	Clare Routledge	Complete	
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	<p>Procurement of service to include requirement for provider to give evidence of how they will do this.</p> <p>Contract review process to include equality impact report and notification immediately of any adverse incidents or complaints with regards Equality Act duties.</p> <p>Providers who are GP practices have to adhere to NHS England equality and diversity policies of: eliminating unlawful discrimination, harassment and victimisation, advancing equality of opportunity, and fostering good relations between people who share a protected characteristic and those who do not share it.</p>	Clare Routledge	Complete	

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>David Johns, Deputy Director of Public Health David.Johns@nottinghamcity.gov.uk</p>	<p>Date sent for advice:</p>
<p>Approving Manager Signature:</p> <p>David Johns</p>	<p>Date of final approval:</p> <p>05/01/23</p>

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

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