

## Equality Impact Assessment (EIA) Tool

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

### Document Control

<b>Control Details:</b>	
Title of EIA/ Decision (DDM):	Oral Health Promotion Service
Budget booklet code (if applicable):	
<b>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</b>	
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Department:	People
Director:	Director of Public Health, Lucy Hubber
Division:	Public Health
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### Document Amendment Record

Version	Author	Date
1	Liz Pierce	27/9/2022

### Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Members of groups as outlined below		
Rosey Donovan	Equality and Employability Consultant	04/10/2022

## Glossary of Terms

Term	Description
Oral health	A term that describes the health of the mouth, gums and teeth and work to prevent health problems in this area
Severe multiple disadvantage	People who have a combination of complex health and social needs such as mental ill health, homelessness and substance use, meaning they might have difficulties in accessing services

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

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

Commissioning of an oral health promotion service for Nottingham City for up to five years funded by the Public Health Grant. This service will deliver evidence-based oral health promotion activities focussed on preventing oral health problems during early childhood. This activity will aim to reduce oral health inequalities. The service will also develop oral health promotion activities to support groups who have challenges in maintaining their oral health as informed by the oral health needs assessment.

The proposed five objectives of the oral health promotion service are:

To deliver a city-wide oral health promotion programme within early years settings, including a supervised tooth brushing programme and building on innovative approaches to work with the most deprived communities within Nottingham City

To train health, social care, education professionals and key front-line workers to enable them to deliver appropriate oral health brief advice to the citizens of Nottingham City, including evidence based behaviour change principles.

To develop and distribute oral health resources based on evidence of need to targeted groups identified at higher need, to include (children and young people, children in care, care homes, sheltered housing, asylum seeker and refugee communities, people who are homeless and people experiencing severe multiple disadvantage (SMD)

To develop and participate in oral health awareness campaigns and related national and local health awareness campaigns

To support the development of policies to improve oral health eg in settings for vulnerable adults

### **1. b. Information used to analyse the equalities implications**

Published oral health needs assessments that describe inequalities in oral health. ( Available on Nottingham Insight). Discussion with the Nottingham/Notts oral health steering group which includes a wide range of relevant partners and Healthwatch. Review of recent Healthwatch report on dental health. Discussion with Small Steps Big Changes colleagues. Discussion with colleagues supporting public health approaches to adults experiencing serious multiple disadvantage and those linked to the ageing well agenda. Engagement with community dental provider who has undertaken additional needs assessment work with people living with serious multiple disadvantage.

**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	People from different ethnic groups	X			Service specification will include requirement to identify ways to support oral health promotion during early years in diverse communities, particularly if children do not access early years settings	Requirement in service specification to identify ways of engaging with non English speaking communities and those families who are relatively new to the UK health system	Activity monitoring related to engagement with oral health promotion service by ethnicity, refugee or asylum seeker services and by families who do not speak English as first language and update the EIA and approach as a result
	Men			X	Provision of oral health promotion service is not likely to have a differential impact based on sex or gender		
	Women			X	As above		
	Trans			X	As above		
	Disabled people/ carers	X			Service specification will include requirement to identify	Requirement in service specification to identify ways of engaging with	Activity monitoring related to engagement with oral health

					ways to support oral health promotion with people who might have difficulties in maintaining oral health and this is likely to include increased awareness of oral health prevention in disabled people, their carers and support teams, including those with long term mental health problems	those supporting people with disabilities eg through training or sharing information and resources	promotion service focussed on people with disabilities
	<b>Pregnancy and maternity</b>	<b>X</b>			Oral health promotion will be targeted in a way to support early development and will also include specific information during pregnancy	Requirement in service specification to identify ways of engaging with those supporting during pregnancy and early parenthood	Activity monitoring related to engagement by oral health promotion service with those supporting during pregnancy eg family nurse partnership
	<b>Marriage/Civil Partnership</b>			<b>X</b>	No identified link to differential oral health needs		
	<b>People of different faiths/ beliefs and those with none</b>	<b>X</b>			Proactive support as part of the oral health promotion service to reach a range of community settings that impact on the oral health needs of children and this likely to include faith settings and communities	Requirement in service specification to identify ways of engaging with a wide variety of community groups, particularly through early years activities	Activity monitoring related to engagement by oral health promotion service with diverse communities including faith groups

	<b>Lesbian/ Gay/ Bisexual people</b>			<b>X</b>	No identified link to differential oral health needs		
	<b>Older</b>	<b>X</b>			The oral health promotion service will aim to identify opportunities to prevent oral health problems in older people, particularly as they become more dependent on care.	Requirement in service specification to identify ways of engaging with those supporting people in care settings and those supporting people less able to care for their own oral hygiene and offer training and awareness	Activity monitoring related to engagement with oral health promotion service by services supporting older people
	<b>Younger</b>	<b>X</b>			A large focus of the oral health promotion service will be to improve oral health in early years and childhood and reduce the harm to young children and improve their wider wellbeing.	Requirement in service specification to deliver a wide range of evidence based activities to increase preventative activity related to oral health in children.	Activity monitoring related to engagement with oral health promotion service by schools, early years settings and other child focussed settings
	<b>Other</b> (e.g. looked after children, cohesion/ good relations, vulnerable children/ adults), socio-economic background.  <i><b>Please underline the group(s) /issue more adversely affected or which benefits.</b></i>	<b>X</b>			The focus of the oral health promotion service will be to reduce oral health inequalities which are often associated with more disadvantaged groups. The service will look to reduce these inequalities eg by promoting evidence based approaches such as supervised toothbrushing in early years settings or advocating for better oral health in homelessness services	Requirement in service specification to deliver the service based on identified need. This often means that higher levels of need will be identified in groups with higher levels of deprivation.	Activity monitoring related to engagement by oral health promotion service with services working more deprived communities ( eg early years settings) and those working to support people with severe multiple disadvantage.

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

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**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**

<b>Equality Outcome</b>	<b>Adjustments to proposal and/or mitigating SMART actions</b>	<b>Lead Officer</b>	<b>Date for Review/ Completion</b>	<b>Update/ complete</b>
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	Procurement of service to include requirement for provider to give evidence of how they will do this. Contract review process to include equality impact report and notification immediately of any adverse incidents or complaints with regards Equality Act duties	Liz Pierce	Review April 2023 then progress through life of contract	
Advance equality of opportunity between those who share a protected characteristic and those who don't	Procurement of service to include requirement for provider to give evidence of how they will do this.	Liz Pierce	Review April 2023 then progress	

	Contract review process to include equality impact report the evidence of activity that contributes to this outcome		through life of contract	
Foster good relations between those who share a protected characteristic and those who don't	Procurement of service to include requirement for provider to give evidence of how they will do this. Contract review process to include equality impact report the evidence of activity that contributes to this outcome		Review April 2023 then progress through life of contract	
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				

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

### Section 3 – Approval and publishing

<p><b>The assessment must be approved by the manager responsible for the service /proposal.</b>  <b>Approving Manager details</b> (name, role, contact details):  <b>Lucy Hubber, Director of Public Health, Nottingham City Council</b></p>	<p><b>Date sent for advice:</b>  <b>29/9/2022</b></p>
<p><b>Approving Manager Signature:</b></p>	<p><b>Date of final approval:</b>  <b>21/11/2022</b></p>

Nottingham City Council

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](mailto:edi@nottinghamcity.gov.uk)

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