

An EIA was done originally in in November 2013 with the Delegated Decision to approve the commissioning and procurement of an HIV Support and Testing Service and an HIV User Led drop-in service. With this new Delegated Decision to request an extension to the current HIV Support and Testing Service, an update has been done on the actions identified in the EIA.

The original EIA can be found here:

Equality Impact Assessment Form

Name and brief description of proposal / policy / service being assessed				
This relates to the review of provision for individuals with HIV. The proposals seek to re-shape HIV support and testing services to provide the most appropriate support to individuals at risk of HIV, those diagnosed and the families of those infected. Two services are currently under consideration, a support and testing service and a user led drop-in provision. The proposal is to continue to commission two services, but to shift additional resources to the user led drop-in provision and to find overall efficiencies of 15%				
Information used to analyse the effects on equality				
Information was based on; a detailed Joint Strategic Needs Assessment, performance management data of current services, feedback from current providers, stakeholders and service users and three consultation activities. The consultation involved: a questionnaire circulated to a wide number of users through treatment and support services, a consultation day involving service users, providers and commissioners and a subsequent questionnaire targeting individuals originating from Africa. In Nottingham City, 65% of persons living with HIV were of Black African or Black Caribbean ethnicity. Almost 30% of people living with HIV in Nottingham are men who contracted the virus having sex with men.				
	Could particularly benefit (X)	May adversely impact (X)	How different groups could be affected: Summary of impacts	Details of actions to reduce negative or increase positive impact (or why action not possible)
People from different ethnic groups	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	In Nottingham HIV predominantly affects individuals who originate from Africa. In this group women are in the majority and secondly men who have sex with men. There are also a small number of individuals who have been affected by intravenous drug use and children who were born with HIV. There are very small numbers of heterosexual individuals who contracted HIV in this country. Whilst there is some reduction in the overall level of provision, the re-shaping of the services should mean that there is no overall reduction of the numbers being supported. There is an increased focus on targeting individuals from African and African Caribbean backgrounds which should improve the level of support being offered. The shift from one drop-in a week to two drop-ins should increase the numbers of individuals who are able to access peer led support and should increase accessibility for those in work. The needs of children affected by HIV will	Procurement process specifics: <ul style="list-style-type: none"> • There be a pre-requisite for a proven track record of successfully working and engaging with BME, groups, specifically African, men having sex with men and vulnerable groups • Staff will be required to have been trained in cultural awareness and this will be monitored on a quarterly basis. • Monitoring will include key demographic and diversity monitoring quarterly. • Provider will be held to account if they are not meeting targets/indicators through standard performance monitoring and contracts will be removed if required. • Provider will be required to provide composition of the workforce by protected characteristic especially ethnicity and sexuality The contract specifies; <ul style="list-style-type: none"> • the service will also work closely with
Men, women (including maternity/pregnancy impact), transgender people	<input type="checkbox"/>	<input type="checkbox"/>		
Disabled people or carers	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
People from different faith groups	<input type="checkbox"/>	<input type="checkbox"/>		
Lesbian, gay or bisexual people	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		
Older or younger people	<input type="checkbox"/>	<input type="checkbox"/>		
Other (e.g. marriage/civil partnership, looked after children, cohesion/good relations, vulnerable children/adults)	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		

Equality Impact Assessment Form

			continue to be targeted	<p>organisations supporting those groups most at risk including ; services for gay men, services for individuals originating from Africa, and intravenous drug users.</p> <ul style="list-style-type: none"> At least one staff member will originate from Africa and will have experience of supporting individuals from black and minority ethnic backgrounds <p>The Engagement and Testing service will be specifically targeted at; African Communities, men having sex with men and intravenous drug users and service targets will reflect this. All employees to receive appropriate equality, sexuality and cultural awareness training</p> <p>Provision of information in a range of community languages</p> <p>Access to support for individual where English is not the first language. The service will be required to show how it can best meet support needs including language of key supported groups</p>
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Outcome(s) of equality impact assessment:

No major change needed Adjust the policy/proposal Adverse impact but continue Stop and remove the policy/proposal

Arrangements for future monitoring of equality impact of this proposal / policy / service:

As part of the tendering process all services will be reviewed in relation to equalities provision to ensure that the requirements are met. Once new services have been in place for 6 month a detailed service review will take place which will include equalities considerations. Ongoing quarterly monitoring will take place which will include clear diversity monitoring as detailed above.

Approved by (manager signature): Antony Dixon, Strategic Commissioning Manager
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Date sent to equality team for publishing: 03/09/13

EIA Actions Update Service: HIV Support, Engagement, Outreach and Testing Service Provider: Terrence Higgins Trust Date: 17/03/2016	
EIA Actions Identified	Update on Actions to Date
Monitoring will include key demographic and diversity monitoring quarterly.	<ul style="list-style-type: none"> • THT submit a quarterly demographic report on new & existing clients • Demographic report includes a breakdown of: <ul style="list-style-type: none"> - Age - Sexuality - Gender - Postcode - Ethnicity
Provider will be held to account if they are not meeting targets/indicators through standard performance monitoring and contracts will be removed if required.	Monitoring is submitted quarterly and any underperformance is address at contract review meetings. In 2015/16 they are over-performing in almost all areas.
Provider will be required to provide composition of the workforce by protected characteristic especially ethnicity and sexuality	1 Black African Male, 1 Black African female, 1White/Caribbean female , 1 Gay male, 1 bi-sexual male – all experienced in support
The service will also work closely with organisations supporting those groups most at risk including ; services for gay men, services for individuals originating from Africa, and intravenous drug users.	The service works with: <ul style="list-style-type: none"> - LGBT groups, - POW, - African Institute, - Refugee forum, - Women’s Aid, - Pride, - Recovery Nottingham, - Nacro, - Framework

<p>At least one staff member will originate from Africa and will have experience of supporting individuals from black and minority ethnic backgrounds</p>	<p>As part of the quarterly monitoring THT report on:</p> <ul style="list-style-type: none"> - No. of active volunteers from black African / black Caribbean backgrounds per quarter
<p>The Engagement and Testing service will be specifically targeted at; African Communities, men having sex with men and intravenous drug users and service targets will reflect this.</p>	<p>As part of the quarterly monitoring THT report on:</p> <ul style="list-style-type: none"> - No of outreach sessions undertaken in areas of Nottingham City with highest HIV prevalence, specifically be targeted towards black Africans - No. of sessions provided to Gay, bisexual, MSM group - Demographic report also includes breakdown of ethnicity for all POC tests carried out
<p>All employees to receive appropriate equality, sexuality and cultural awareness training</p>	<p>Staff have received training in:</p> <ul style="list-style-type: none"> - Equality and Diversity, - Transgender, - Sex work, - BBV training, - Mental Health awareness, - Child exploitation
<p>Provision of information in a range of community languages</p>	<p>Leaflets available and translation services used where necessary</p>
<p>Access to support for individual where English is not the first language. The service will be required to show how it can best meet support needs including language of key supported groups</p>	<p>Most staff have at least 3 languages; translation services used if required</p>