

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA/ DDM: Nottingham Healthwatch

Name of Author: Rasool Gore

Department: Strategy & Resources

Service Area: Commissioning

Director: Helen Jones

Strategic Budget EIA Author: Rasool Gore:

Brief description of proposal / policy / service being assessed:

The function of Healthwatch is a statutory function. It is the responsibility of Nottingham City Council to ensure that one is in place and that it is able to fulfil the statutory requirements. The key statutory function of Healthwatch is to represent a strong independent and influential voice of the citizen/patient within the Health and Social Care sector. This has increasingly become important due to the tremendous change and budgetary pressures within the sector.

Nottingham City Council's commissioners have been liaising with Nottinghamshire County Council colleagues, representatives from Nottingham City Healthwatch and Nottinghamshire Healthwatch to develop a new Healthwatch model that is able to respond to the agenda presented by the Sustainable Transformation Plan. It should be noted that the role Nottingham City Council has undertaken in the discussions has been in an advisory and support capacity. Due to the legally independent role of Healthwatch, Nottingham City Council has no authority to direct the work or membership of its local Healthwatch. These decisions are for the Healthwatch Board to make independently without any interference.

During those discussions, it was agreed that the two Healthwatches would merge into one organisation, which will allow it to pick up both poor and good practice across the Health and Social Care provider market. For example, issues of patterns of poor practice at the City's hospital wards would be more easily picked up because the issue is being looked at at a City/County level (greater number of people across the conurbation, which should help to identify patterns of poor practice sooner).

The next stage of development is for the two Healthwatches to merge. As part of that, it will be important to ensure that the board is representative as much as possible of the communities of City and County. Officers from the City and County Councils will be supporting the development of the merger. It is anticipated that the merged Healthwatch will be in place by 1st of April 2018 though there is a drive by the two Healthwatches to try to merge before this date.

It is anticipated that due to the new model of Healthwatch there will be no need to make any redundancies.

Due to the independent nature of Healthwatch and their role of being a strategic partner as well as a critic it was agreed that the best way of managing performance would be the setting up of a multi-stakeholder group. The task of the multi-stakeholder group will be to:

- Help identify areas of work (based on change, need and analysis);
- Ensure findings of Healthwatch on areas of policy, safeguarding, services, etc. is communicated to the right audience;
- Support the development of a trading arm;
- Ensure that Healthwatch is linked into the right partnership meetings especially within the Clinical Commissioning Group and City and County Councils and
- Supporting Healthwatch in reaching out to Nottingham's diverse communities.

Information used to analyse the effects on equality:

Development meetings between the two Healthwatches and relevant stakeholders took place to consider the following:

- Benefits and risks to a merged organisation

- Current work of the Healthwatches
- Statutory responsibilities
- Current reach of the Healthwatches in terms of influencing key stakeholders and engaging with citizens
- Where potential opportunities of growth were
- Consider the split of work between core statutory work and consultancy work
- Contract management

Key messages from development meetings were:

- A merged organisation would be better able to pick up issues as well as good practice.
- A merged organisation is a better fit with the STP.
- During the development of the new merged model consideration will need to be given to how the voice of diverse communities is captured.
- The Healthwatch Board and staff make up does not reflect fully the diverse communities of Nottingham due to its small size. Nottingham City Council will encourage Healthwatch to ensure linkages with key groups within the City to ensure all views are represented. For example, Age Concern, the Learning Disability Board, etc.
- The work plan for the merged organisation needs to have a partnership approach.
- The need to ensure that the merged organisation retains an independent voice.
- The merged organisation along with the multi-stakeholder group will consider what the right balance of being a strategic partner and a critic will look like.

| | 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 isn't possible) |
|--|--|----------------------------------|---|---|
| People from different ethnic groups. | <input type="checkbox"/> | <input type="checkbox"/> | <p>The Healthwatch function is statutory and should provide an independent citizen voice to key decision makers of Health and Social Care services.</p> <p>It will be central to the development of the merged Healthwatch to ensure that it identifies issues affecting particular communities. For example, decision makers tackles and picks up issues such as institutional racism, sexism, ageism etc.</p> | <p>Healthwatch is working with key stakeholders (Nottingham City Council, Nottingham City Clinical Commissioning Group, Nottinghamshire County Council) to identify work areas that it needs to focus on over the next five years. This should help to ensure representation of different groups and cultures across the City and County. The aim is to get an agreed action plan in place by the 31st of March 2018.</p> <p>Healthwatch will attend a minimum of four Health and Well Being Board Meetings. Healthwatch will engage with citizens through a series of consultation activities which will be identified through the action plan.</p> |
| Men | <input type="checkbox"/> | <input type="checkbox"/> | | |
| Women | <input type="checkbox"/> | <input type="checkbox"/> | | |
| Trans | <input type="checkbox"/> | <input type="checkbox"/> | | |
| Disabled people or carers. | <input type="checkbox"/> | <input type="checkbox"/> | | |
| Pregnancy/ Maternity | <input type="checkbox"/> | <input 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 – ALL Groups above <i>Please underline the group(s)</i> <i>/issue more adversely affected</i> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | | |

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|----------------------------------|--|--|---|--|
| <p>or which benefits.</p> | | | <p>Healthwatch will work towards being a voice for different communities and groups across the City.</p> <p>Healthwatch will also have the role of holding key stakeholders to account if they are failing to meet the needs of Nottingham's communities, citizens and individuals in the delivery of their services.</p> | <p>Healthwatches aim is to pull an action plan together which will outline consultation activity.</p> <p>Healthwatch will be reporting to commissioners when they have instigated statutory powers to hold agencies to account (for example, reporting to Healthwatch England, Care Quality Commission, Enter, and Search Powers).</p> |
|----------------------------------|--|--|---|--|

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:
Monitoring arrangements will be managed through a multi-stakeholder partnership.

Approved by (manager signature):clare.gilbert@nottinghamcity.gov.uk;
0115 8764811

Date sent to equality team for publishing:
 4th October 2017
 Send document or link to:
 equalityanddiversityteam@nottinghamcity.gov.uk

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
2. Clearly summarised your proposal/ policy/ service to be assessed.
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.