

# Equality Analysis

*(Health Inequalities, Human Rights, Social Value)*

## Cavendish MP Relocation to Summerfield PCC

**Before** completing this equality analysis it is recommended that you:

- ✓ Contact your equality and diversity lead for advice and support
- ✓ Take time to read the accompanying policy and guidance document on how to complete an equality analysis

## 1. Background

<b>EA Title</b>	Cavendish MP Relocation to Summerfield PCC		
<b>EA Author</b>	Jazz Singh / Bal Everitt – Senior Manager Equality Diversity	<b>Team</b>	Primary Care
<b>Date Started</b>	28 June 2018	<b>Date Completed</b>	3 July 2018
<b>EA Version</b>	V.01	<b>Reviewed by E&amp;D</b>	

### What are the intended outcomes of this work? Include outline of objectives and function aims

Cavendish Medical Practice has applied to consolidate their current service provision from two premises to one.

Cavendish Medical Practice merged with Summerfield Primary Care Practice in December 2017 and currently operate as a main and branch surgery from two sites. The premises of the main site based at Cavendish Road are of poor quality for delivering services and the current lease agreement expires on 31<sup>st</sup> August 2018.

The branch site operates at Summerfield PCC, a modern purpose built building with the capacity (rooms, reception, etc.) that can accommodate the expansion of services running from the premises.

Given the close proximity of both sites, the poor condition of the main surgery and the imminent expiry of the lease, an application to relocate all services permanently to the site currently used by the branch at Summerfield Road has been made.

### Who will be affected by this work? e.g. staff, patients, service users, partner organisations etc.

There are 5500 patients currently at Cavendish Medical Practice who will be directly impacted by a move to Summerfield PCC. Staff will also be relocating and will be impacted.

The existing staff at Summerfield PCC will be impacted by the influx of a significant number of patients into the facility and specifically in how resources at the Summerfield PCC will be managed to accommodate the patients and staff moving to the site.

#### Place

Both sites are located within the West Locality within Winson Green ward and are 0.6 miles apart. There are 52 GP practices within the West Locality Area serving a patient population of 316,830. Winson Green is associated within the Birmingham Ward of Soho. Soho is a highly ethnically diverse and deprived area. 50% of the population live in the 5% most deprived SOAs in England. 33% of the population do not have English as a first language, and has a BAME population of 73%. It has a high young population 26% of the population being children aged 0-15 years. Unemployment and worklessness rates are above the City average. The City Hospital is located within Winson Green.

2. Research		
<p><b>What evidence have you identified and considered?</b> This can include national research, surveys, reports, NICE guidelines, focus groups, pilot activity evaluations, clinical experts or working groups, JSNA or other equality analyses.</p>		
Research/Publications	Working Groups	Clinical Experts
Report to Primary Care Committee		
Soho Ward Data Census		
Occupation Plans and utilisation study		

3. Impact and Evidence:
<p>In the following boxes detail the findings and impact identified (positive or negative) within the research detailed above; this should also include any identified health inequalities which exist in relation to this work.</p>
<p><b>Age:</b> Describe age related impact and evidence. This can include safeguarding, consent and welfare issues:</p> <p>Cavendish Road Site is located within the ward of Soho. Soho has a high proportion of children (0-15 years) 26% compared to Birmingham 23% and nationally 19%. It is also characterised by a smaller population aged 65+years of 9%, compared to a Birmingham average of 13% and a national average of 16%.</p> <p>The impacts of the site move to Summerfield site would have minimal impacts of younger people. The Summerfield site has a greater number of facilities and services including health visitors and on-site pharmacy which would benefit children and young people.</p> <p>The impacts of the site move would potentially have some adverse impacts on frail and elderly people with mobility issues due to the additional travel time to the new site. However, the Summerfield Road site is still within walking distance for the majority of patients at 0.6miles difference. Patients with young children in push chairs or prams may also find it harder to travel to the new site. All patients have the option to move to another practice which is closer to their home. Additionally, the practice has identified sufficient mitigations such as home visits, telephone consultations, and the availability of on-line prescriptions.</p>
<p><b>Disability:</b> Describe disability related impact and evidence. This can include attitudinal, physical, communication and social barriers as well as mental health/ learning disabilities, cognitive impairments:</p> <p>Patients within the Soho Ward are characterised by long term health problem or disability:</p> <ul style="list-style-type: none"> <li>• Limited a lot 7% (compared to 7% in Birmingham and 6% nationally)</li> <li>• Limited a little 9% (compared to 8% in Birmingham and 7% nationally)</li> <li>• Health Bad or very bad 7% (compared to 6% in Birmingham and 4% nationally)</li> </ul>

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### 3. Impact and Evidence:

Patients with mobility issues living close to the Cavendish Road site will experience a longer walk to the Summerfield site which is 0.6 miles away. The practice has identified a number of measures to support patients that are severely impacted due to mobility including home visits and the availability of online prescription services, thereby mitigating the need to travel into the practice.

A number of benefits have been highlighted that will improve the access of the Summerfield Road facilities for patients, including disabled toilets, disabled parking. There are also a number of additional services delivered from the Summerfield site including health visitors, district nursing, and onsite pharmacy – improving accessibility to a wider range of services in one place. The same staff will be transferred to the new site. Disabled patients (particularly those with autism and LD) will benefit from the familiarity of the same staff and staff who know and understand their needs. Equally staff will benefit from knowing who their patients are.

**Patients with learning disabilities and mental health problems would need to be informed about the move and be given sufficient time to ensure information about the move was understood and to prevent any unnecessary anxiety or concern that some patients with LD or mental health may experience due to the change. It is recommended the practice book face to face appointments for those patients on the LD or SMI registers that require the information to be disclosed in a face to face way and allow extra time during appointments.**

**Gender reassignment (including transgender):** Describe any impact and evidence on transgender people. This can include issues such as privacy of data and harassment:

There is limited data available for transgender at a local level. Birmingham Lesbian Gay Bisexual Transgender (LGBT) organisation stated (in their report 'Out and About: Mapping LGBT lives in Birmingham') that whilst there are no agreed figures as to the percentage of the LGBT population, estimates of between 6% and 10% are popularly used. There is evidence that indicates LGBT people experience discrimination when using health services and report having a poorer patient experience.

There are no known impacts for gender reassignment.

**Marriage and civil partnership:** Describe any impact and evidence in relation to marriage and civil partnership. This can include working arrangements, part-time working, and caring responsibilities:

There are no known impacts for marriage and civil partnership.

**Pregnancy and maternity:** Describe any impact and evidence on pregnancy and maternity. This can include working arrangements, part-time working, and caring responsibilities:

The move to the Summerfield Road site would enable some benefits for pregnant and new mothers due to the availability of health visiting services from this site, thereby improving access and information regarding pregnancy and maternity services.

### 3. Impact and Evidence:

**Race:** Describe race related impact and evidence. This can include information on different ethnic groups, Roma gypsies, Irish travellers, nationalities, cultures, and language barriers:

Cavendish Road Site is located within the ward of Soho. The patient population is highly ethnically diverse. The ethnic profile of the ward is 23% White, 73% BAME, and 4% Unknown. It is a 45% Asian population (compared to a Birmingham average of 23%) and a 23% Black population (compared to a Birmingham average of 9%).

33% of the population do not have English as a main language.

The move to the Summerfield Road site would not have any adverse impacts on ethnicity. However due to the highly ethnically diverse patient population together with the high levels of people without English as a first language details regarding the move would need to be communicated to patients in an accessible way. **Patients would need to be provided with information about the move in their community languages or other appropriate interpretation methods.** Patients registration status will not be affected by the move.

**Religion or belief:** Describe any religion, belief or no belief impact and evidence. This can include dietary needs, consent and end of life issues:

In Birmingham, Christianity is the largest religion at 46%, followed by Muslim at 22%. There are no known adverse impacts for religion or belief.

**Sex:** Describe any impact and evidence on men and women. This could include access to services and employment:

Birmingham has a female population of 51% and a male population of 49%.

**Sexual orientation:** Describe any impact and evidence on heterosexual people as well as lesbian, gay and bisexual people. This could include access to services and employment, attitudinal and social barriers:

Birmingham Lesbian Gay Bisexual Transgender (LGBT) organisation stated (in their report 'Out and About: Mapping LGBT lives in Birmingham') that whilst there are no agreed figures as to the percentage of the LGBT population, estimates of between 6% and 10% are popularly used. There is evidence that indicates LGBT people experience discrimination when using health services and report having a poorer patient experience.

There are no known impacts for sexual orientation.

**Carers:** Describe any impact and evidence on part-time working, shift-patterns, general caring responsibilities:

The 2011 Census indicated that 107380 people in Birmingham provide unpaid care (10% of usual resident population). Of those who provided unpaid care over 26% provided 50 or more hours a week. The move to the Summerfield Road Site would have a number of benefit for carers due to access to a wider range of services delivered from that site.

<b>3. Impact and Evidence:</b>
<b>Carers would need to be informed about the move and given the opportunity to raise any issues impacting on themselves and those they care for. It is recommended that all Carers on the Carers Register are written to and given the opportunity to have an appointment to discuss any concerns or issues.</b>
<p><b>Other disadvantaged groups:</b> Describe any impact and evidence on groups experiencing disadvantage and barriers to access and outcomes. This can include lower socio-economic status, resident status (migrants, asylum seekers), homeless, looked after children, single parent households, victims of domestic abuse, victims of drugs / alcohol abuse: (This list is not exhaustive)</p> <p>It is envisaged the move to the Summerfield Site would have minimal impacts on patients from disadvantaged groups. There are overall benefits to the move which offer all patients a better quality of facility and access to a wider range of services.</p>

<b>4. Health Inequalities</b>	<b>Yes/No</b>	<b>Evidence</b>
Could health inequalities be created or persist by the proposals?	No	
Is there any impact for groups or communities living in particular geographical areas?	Yes	The change in location of the service would impact on patients currently attending the Cavendish Road Site and any new patients within the Winson Green area
Is there any impact for groups or communities affected by unemployment, lower educational attainment, low income, or poor access to green spaces?	No	The change will not impact adversely on communities affected by deprivation. Winson Green is located within the top 5% most deprived SOA.
<b>How will you ensure the proposals reduce health inequalities?</b>		
To ensure the proposals reduce health inequalities all patients will be moved to the Summerfield Site, therefore their registration will not be impacted.		

<b>5. FREDA Principles/ Human Rights</b>	<b>Question</b>	<b>Response</b>
<b>Fairness</b> – Fair and equal access to services	How will this respect a person's entitlement to access this service?	All current patients at the Cavendish Road Site will continue to receive access to the same GP and services at the new Summerfield Site. Patients registration status

		will not be affected by the move.
<b>Respect</b> – right to have private and family life respected	How will the person’s right to respect for private and family life, confidentiality and consent be upheld?	Patients will be given the same rights and respect to privacy and confidentiality. The new site has the benefit of better facilities and availability of space for patients to use.
<b>Equality</b> – right not to be discriminated against based on your protected characteristics	How will this process ensure that people are not discriminated against and have their needs met and identified?	The process has been undertaken with equality in mind. Patient have been consulted with and engaged with the process. No groups have been discriminated against throughout the process.
	How will this affect a person’s right to freedom of thought, conscience and religion?	
<b>Dignity</b> – the right not to be treated in a degrading way	How will you ensure that individuals are not being treated in an inhuman or degrading way?	The move will not impact on patient dignity. The new site has the benefit of better facilities and availability of space for patients to use.
<b>Autonomy</b> – right to respect for private & family life; being able to make informed decisions and choices	How will individuals have the opportunity to be involved in discussions and decisions about their own healthcare?	Patients have been given a range of opportunities to be consulted on the decision
Right to <b>Life</b>	Will or could it affect someone’s right to life? How?	No
Right to <b>Liberty</b>	Will or could someone be deprived of their liberty? How?	No

<b>6. Social Value</b>	
Consider how you might use the opportunity to improve health and reduce health inequalities and so achieve wider public benefits, through action on the social determinants of health.	
<b>Marmot Policy Objective</b>	<b>What actions are you able to build into the procurement activity and/or contract to achieve wider public benefits?</b>
Enable all people to have control over their lives and maximise their capabilities	N/A
Create fair employment and good work for all	N/A
Create and develop health and sustainable places and communities	N/A

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NHS Solihull Clinical Commissioning Group

Strengthen the role and impact of ill-health prevention	
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## 7. Engagement, Involvement and Consultation

If relevant, please state what engagement activity has been undertaken and the date and with which protected groups:

Engagement Activity	Protected Characteristic/ Group/ Community	Date
PPG meetings	All	December 2017
Flyer informing patients of the merger	All	November 2017
Flyer attached to all prescriptions	All	March 2018
Letter sent to all adult patients registered at Cavendish MP	All	April 2018
Patient Comments Box	All	

For each engagement activity, please state the key feedback and how this will shape policy / service decisions (E.g. patient told us .... So we will .....):

The engagement exercise has revealed that the majority of patients see the benefits of moving to the new site in terms of quality of facilities, accessibility, and availability of a wider range of services.

The letters sent out to patients clearly set out the walking time, map to the new site, and public transport routes.

Some patients expressed concerns about mobility to get to the new site and distance to travel for the elderly and for those with small children.

## 8. Summary of Analysis

Considering the evidence and engagement activity you listed above, please summarise the impact of your work:

The impacts of the site move would potentially have some adverse impacts on frail and elderly people with mobility issues due to the additional travel time to the new site. However, the Summerfield Road site is still within walking distance for the majority of patients at 0.6miles difference. Patients with young children in push chairs or prams may also find it harder to travel to the new site. All patients have the option to move to another practice which is closer to their home. Additionally, the practice has identified sufficient mitigations such as home visits, telephone consultations, and the availability of on-line prescriptions.

A number of benefits have been highlighted that will improve the access of the Summerfield Road facilities for patients, including disabled toilets, disabled parking. There are also a number of additional services delivered from the Summerfield site including health visitors, district nursing, and onsite pharmacy – improving accessibility to a wider range of services in one place. The same staff will be transferred to the new site. Disabled patients (particularly those with autism and LD) will benefit from the familiarity of the same staff and staff who know and understand their needs. Equally staff will benefit from knowing who their patients are.

Although a flyer advertising the change and move to the new site it was not available in accessible formats including large print or easy read.

The move to the Summerfield Road site would not have any adverse impacts on ethnicity. However due to the highly ethnically diverse patient population together with the high levels of people without English as a first language details regarding the move would need to be communicated to patients in an accessible way. Patients registration status will not be affected by the move.

## 9. Mitigations and Changes :

Please give an outline of what you are going to do, based on the gaps, challenges and opportunities you have identified in the summary of analysis section. This might include action(s) to mitigate against any actual or potential adverse impacts, reduce health inequalities, or promote social value. Identify the **recommendations** and any **changes** to the proposal arising from the equality analysis.

- 1. The flyer or a poster would also need to be available in community languages given the high proportion of patients within the ward who do not have English as a first language.**
- 2. The letters sent out to patients needs to be in accessible formats for patients with LD and other disabilities – Accessible Information Standard.**
- 3. Patients with learning disabilities and mental health problems would need to be informed about the move and be given sufficient time to ensure information about the move was understood and to prevent any unnecessary anxiety or concern that some patients with LD or mental health may experience due to the change. It is recommended the practice book face to face appointments for those patients on the LD or SMI registers that require the information to be disclosed in a face to face way and allow extra time during appointments.**
- 4. Patients would need to be provided with information about the move in their community languages or other appropriate interpretation methods.**
- 5. Carers would need to be informed about the move and given the opportunity to raise any issues impacting on themselves and those they care for. It is recommended that all Carers on the Carers Register are written to and given the opportunity to have an appointment to discuss any concerns or issues.**

## 10. Contract Monitoring and Key Performance Indicators

Detail how and when the service will be monitored and what key equality performance indicators or reporting requirements will be included within the contract (refer to NHS Standard Contract SC12 and 13):

The boundary change requires a contract variation

## 11. Procurement

Detail the key equality, health inequalities, human rights, and social value criteria that will be included as part of the procurement activity (to evaluate the providers ability to deliver the service in line with these areas):

N/A

## 12. Publication

### How will you share the findings of the Equality Analysis?

This can include: reports into committee or Governing Body, feedback to stakeholders including patients and the public, publication on the web pages.

The EA will be published on the CCG web pages.

## 13. Sign Off

The Equality Analysis will need to go through a process of **quality assurance** by the Senior Manager for Equality and Diversity, Senior Manager for Assurance and Compliance or Equality and Human Rights Manager **and** signed-off by a delegated committee

	Name	Date
<b>Quality Assured By:</b>	Balvinder Everitt – Senior Manager Equality Diversity	3 July 2018
<b>Which Committee will be considering the findings and signing off the EA?</b>	Primary Care Committee	
<b>Minute number</b> (to be inserted following presentation to committee)		