

## CCG Equality Impact Analysis

### Communication and Consultation Plan for Health & Wellbeing for the future: Community Hospitals in the Forest of Dean

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#### What's it about?

Refer to equality duties

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#### What is the proposal? What outcomes/benefits are you hoping to achieve?

This EIA relates to the Communication and Consultation Plan for Health & Wellbeing for the future: Community Hospitals in the Forest of Dean. The intention of the Plan is to provide the public, staff and community partners, with the opportunity to have their say about proposals for change.

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#### Who's it for?

The Consultation is open to all, although activity and information to support the consultation will target residents of the Forest of Dean district (as defined by the Forest of Dean District Council). Awareness of the consultation will also be raised with Stakeholders from bordering areas. The consultation activities have been designed to facilitate feedback from as wide a cross-section of the local community as possible.

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#### How will this proposal meet the equality duties?

Equality, diversity, Human Rights and inclusion are at the heart of delivering personal, fair and diverse health and social care services. All commissioners and providers of health and social care services have legal obligations under equality legislation to ensure that people with one or more protected characteristics are not barred from access to services and decision making processes.

Consultation activities are open to all residents in Gloucestershire, but targeted mostly towards Forest of Dean residents. Information will be widely circulated; those who represent and/or work with minority groups are included in distribution lists used to promote engagement and advertise local events.

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#### What are the barriers to meeting this potential?

None identified.

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## 2 Who is using it?

Refer to equality groups

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#### What data/evidence do you have about who is or could be affected (e.g. equality monitoring, customer feedback, current service use, national/regional/local trends)?

In the development of the proposed model for community hospitals in the Forest of Dean, detailed data relating to the local population has been gathered as part of a structured needs assessment – Understanding the Forest of Dean <https://www.gloucestershireccg.nhs.uk/wp-content/uploads/2016/03/FOD-Understanding.pdf> This has been used to inform earlier engagement work and the plans for Consultation.

Of particular note, we recognise that:

- FOD population is an increasingly elderly one, with 65-85 year olds the second highest age group.
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- Asian/Asian British are collectively one of the highest ethnic groups, followed by black/ black British, however, numbers are low.
- There are a high number of rurally isolated people living in the Forest of Dean
- FOD has high numbers of residents with learning disabilities and long-term health conditions compared to the rest of the county

We will use this data to ensure that any plans for Consultation include specific mechanisms to ensure we gather feedback from identified “communities of interest” (see section 3a below).

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### **How can you involve your customers in developing the proposal?**

A Locality Reference Group was established in September 2015 with the aim of:

- Maximising local engagement in decisions about healthcare services for the people of the Forest of Dean locality;
- Increasing community awareness and influence; developing local support for initiatives and changes to healthcare delivery.

Membership of the group included representatives from local voluntary sector organisations, carer/ patient forums and partner organisations in the area.

GCCG and GCS ran a comprehensive engagement programme from November 2015 to June 2016 to help develop the proposal for Consultation. An Outcome of Consultation Report was published in July 2016 <https://www.gloucestershireccg.nhs.uk/feedback/engagement-and-consultation/closed-engagement-or-consultations/foresthealth-yoursay/>

During the engagement period feedback was gathered across 26 stakeholder events, 21 staff events and meetings of both the Locality Reference Group and GP Locality Executive Group. In addition 73 completed on-line questionnaires were received. A number of targeted engagement events/meetings were held with carers, young people, families and people with long-term conditions.

Since the completion of the engagement work in June 2016, the Locality Reference Group has continued to meet and help shape the proposals for Consultation.

The Consultation proposal, key messages and activity plan were shared with the Group in August 2017 and they were able to make helpful suggestions for targeted consultation, which have subsequently been added to the schedule of activities.

Consultation events have been arranged across the locality, at venues and a range of times to enable people who are dependent on public/community transport to attend. The Consultation booklet, which sets out the proposals and includes a feedback questionnaire, will be available in numerous community settings, GP surgeries, pharmacies and on-line via a project website [www.fodhealth.nhs.uk](http://www.fodhealth.nhs.uk)

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### **Who is missing? Do you need to fill any gaps in your data? (pause EIA if necessary)**

Questionnaire responses to the Consultation will capture demographic information that will enable us to see whether we are receiving feedback that is representative of the local population. This will include monitoring of responses by gender, age, ethnicity and disability during the consultation period and enable us to arrange additional events where appropriate. The survey responses will also identify respondents as either staff members or members of the public.

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### 3 Impact

Refer to dimensions of equality and equality groups

Show consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation

and if appropriate: financial economic status, homelessness, political view, gypsies & travellers, sex workers, people who misuse drugs & alcohol

#### Using the information in parts 1 & 2 does the proposal:

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##### **a) Create an adverse impact which may affect some groups or individuals. Is it clear what this is? How can this be mitigated or justified?**

We have tried to ensure that our Consultation materials and activities are accessible to all. We have not identified an adverse impact for any particular groups, but we have identified groups which require special consideration when planning our consultation activities.

All consultation materials can be made available in any format and language, and this is clearly communicated on the consultation booklet.

Above we have identified that the FOD population is an increasingly elderly one, with 65-85 year olds the second highest age group. The consultation events have been planned to make it as easy as possible for all residents of the FOD to have their say by varying venues, times of day and types of events (as described above). The events will be held in venues with good physical access and public transport access where possible; where presentations will be given hearing loops will be installed to support individuals with a hearing impairment.

To ensure that those residents living or working outside the main centres of Cinderford, Coleford and Lydney are able to have their say, consultation events have been planned in rural areas across FOD. Also we are encouraging online feedback to enable those with access to computers to provide their feedback easily.

We will be contacting groups and organisations (community and voluntary sector) aligned to long term condition e.g. Breathe Easy groups, to tell them about the consultation and offer to meet with them to hear their feedback.

To support individuals with Learning Disabilities to have their say we have developed an Easy Read version of the booklet with assistance from specialists at 2gether NHS Foundation Trust (our local Mental Health and Learning Disabilities service provider).

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##### **What can be done to change this impact?**

N/A

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##### **b) Create benefit for a particular group. Is it clear what this is? Can you maximise the benefits for other groups?**

We have tried to ensure that our Consultation materials and activities are accessible to all. We do not believe that our engagement plans have advantaged any particular group.

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##### **Does further consultation need to be done? How will assumptions made in this Analysis be tested?**

No further periods of consultation activity on the proposal are planned at this stage. The consultation does potentially allow further opportunities for clinical or citizen involvement in recommendations about the site of a new hospital in the Forest of Dean. The planning application process for a new hospital, should that be the outcome of the consultation, will also allow further

local involvement.

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#### 4 So what?

[Link to business planning process](#)

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##### What changes have you made in the course of this EIA?

None

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##### What will you do now and what will be included in future planning?

We will monitor the responses to the Consultation to review whether we are receiving feedback from a good cross section of the local population. We will be able to add events to the schedule, or target our communications, to specific geographical communities and other communities of interest, as required.

Responses to the Consultation will be compiled into an Outcome of Consultation Report, which will be made publicly available via the Forest of Dean Consultation website [www.fodhealth.nhs.uk](http://www.fodhealth.nhs.uk)

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##### When will this be reviewed?

We will regularly monitor the impact of our consultation activities as described above and reported to the Forest of Dean Infrastructure Programme Board during the 12 week period of consultation. The outcome of the consultation will be reported to the Health and Care Overview and Scrutiny Committee, GCS Board and CCG Governing Body in January 2018.

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##### How will success be measured?

The success of the Consultation will be measured by the number of responses that we receive and numbers of attendees at the consultation events.

For the record

For the record	
Name of person leading this EIA	Date completed
Caroline Smith, Senior Manager, Engagement & Inclusion	24 August 2017
Names of people involved in consideration of impact	
Members of the Forest of Dean Infrastructure Programme Board	
Name of director signing EIA	Date signed
Marion Andrews-Evans, Executive Nurse and Quality Lead	24 August 2017