

Title of proposed EIA	0-19 COMMISSIONING AND PROCUREMENT PLAN
Reference No	EQUA1065
EA is in support of	New Service
Review Frequency	Quarterly
Date of first review	01/11/2024
Directorate	Education and Skills
Division	Children and Families
Service Area	Strategy, Commissioning And Transformation
Responsible Officer(s)	<input type="checkbox"/> Andy Kimber
Quality Control Officer(s)	<input type="checkbox"/> Helen X Price
Accountable Officer(s)	<input type="checkbox"/> Justin Varney
Purpose of proposal	For Cabinet to agree the commissioning of new Public Health Nursing (0-19) Services
Data sources	Other (please specify)
Please include any other sources of data	The Services are legally mandated under the Health and Social Care Act
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Service Users / Stakeholders; Employees
Age details:	Services are delivered universally to all children and young adults aged 0-19 and their families. Services are also age targetted, assessing needs carefully with particular age and development focussed assessments and interventions at key points in childhood. This includes specific interventions ante -natally, at birth, at 6-8 weeks, at 1 year old, 2.5 years old, in reception year, year 6 and throughout childhood and adolescence.
Protected characteristic: Disability	Service Users / Stakeholders; Employees
Disability details:	Services are delivered universally to all children and young adults aged 0-19 and their families, regardless of disability. Health Visiting services for the 0-5 age group are also targetted

offering more focussed support for greater needs. Health Visitors seek to identify developmental indicators of disability and to provide appropriate support and referral when such needs are identified. Local Authority, Public Health School Nursing Services support the health needs of all children in mainstream schools, including children in mainstream schools with Special Educational Needs (SEN) who have an Education, Health, Care and Support Plan (EHCP).

Special School Nursing is not provided by the Local Authority due to the Medical Governance and Specialist Interventions required for such a service. Children with more clinical Special Educational Needs and Disabilities which are being met in a Special School are supported by Special School Nurses who are Commissioned by the NHS Integrated Care System.

Protected characteristic: Sex

Service Users / Stakeholders;
Employees

Gender details:

Services are delivered universally to all children and young adults aged 0-19 and their families, regardless of gender. Specific support is offered to mothers by Health Visitors in respect of ante natal health, breastfeeding and post-natal mental health needs. Paternal health needs will also be set out in the service specification to support overall wellbeing in respect of parenthood and to consider this in the development of children. Health Visitors assess needs face to face, sometimes in the family home. They are well placed to identify issues which may relate statistically more greatly to one gender than the other, such as domestic violence, alcohol or drug abuse. As children develop through their educational years School Nurses will support children

with needs relating specifically to gender such as puberty and sexual health.

Protected characteristics: Gender Reassignment

Gender reassignment details:

Service Users / Stakeholders;
Employees

Services are delivered universally to all children and young adults aged 0-19 and their families, regardless of gender identification. The provider of Health Visiting and School Nursing staff will be required in the service specification to provide training to teams in all forms of equality in order that they will provide help and support to all parents regardless of their gender identification or status, and to provide support to the children of all parents based on need. School Nurses will similarly be required to receive training to support children who are growing, developing and expressing their own needs relating to gender identification.

Protected characteristics: Marriage and Civil Partnership

Marriage and civil partnership details:

Service Users/ Stakeholders; Employees

Services are delivered universally to all children and young adults aged 0-19 and their families, regardless of parental marriage or civil partnership status.

Protected characteristics: Pregnancy and Maternity

Pregnancy and maternity details:

Service Users / Stakeholders;
Employees

Particular Health Visiting services are targeted for women during the latter stages of pregnancy and early maternity. The Healthy Child Programme, which is delivered by Health Visitors and School Nurses and their teams, sets out specific milestones ante- nately, at birth and at 6-8 weeks when infants will be assessed and supported. Health Visitors will also consider the needs of the child in the context of the whole family, of siblings under 5 years old who will themselves be seen by the Health Visitor at set points in childhood. and the impact on the

<p>Protected characteristics: Race</p> <p>Race details:</p>	<p>child of fathers who by proxy may be affected by pregnancy and maternity.</p> <p>Service Users / Stakeholders; Employees</p>
<p>Protected characteristics: Religion or Beliefs</p> <p>Religion or beliefs details:</p>	<p>Services are delivered universally to all children and young adults aged 0-19 and their families, regardless of race. Services are also targeted according to need where evidence may indicate that a child of a particular race may have a higher incidence of certain conditions, eg. Sickle Cell Disease, for which the outcomes are improved by early identification in the health system.</p> <p>Service Users / Stakeholders; Employees</p>
<p>Protected characteristics: Sexual Orientation</p> <p>Sexual orientation details:</p>	<p>Services are delivered universally to all children and young adults aged 0-19 and their families, regardless of religion or belief.</p> <p>Service Users / Stakeholders; Employees</p>
<p>Socio-economic impacts</p>	<p>Services are delivered universally to all children and young adults aged 0-19 and their families, regardless of sexual orientation. Health Visitors and School Nurses will be trained in all areas of equality and will ensure that all parents are treated equally regardless of their own sexual orientation, or the sexual orientation of their partner, husband or wife. School Nurses play an important role at the ages when children and young people may begin to identify their individual sexual orientation and any health and wellbeing needs which may arise from this. School Nurses will also refer young people to sexual health services appropriately when needed.</p> <p>Public Health Nursing Services are delivered based on evidence that early intervention and support for health and social care needs in childhood can</p>

	improve socio-economic chances across the life course.
Please indicate any actions arising from completing this screening exercise.	Socio economic data will be required regularly from the provider of these services as part of the specification. This will ensure that services overall are delivered equitably and representatively across the communities of Birmingham.
Please indicate whether a full impact assessment is recommended	NO
What data has been collected to facilitate the assessment of this policy/proposal?	The requirements of the service are set out in law. The law itself is based on data and evidence that interventions to support child health reduce health and social care needs across the life-course.
Consultation analysis	Local Stakeholders from a wide range of representative community groups will be engaged in developing the service specification in order that the service will deliver for local needs. The organisational decision to procure the services has been consulted in full between the Local Authority Public Health, Commissioning and Procurement teams. Partnership consultation with the ICB and related services has been undertaken and will remain ongoing throughout the period of specification development.
Adverse impact on any people with protected characteristics.	There will be no adverse impacts; the service is designed to support greater equality and life chances for all.
Could the policy/proposal be modified to reduce or eliminate any adverse impact?	The proposal, and future plans in respect of the proposal, have been carefully considered to ensure no adverse impacts.
How will the effect(s) of this policy/proposal on equality be monitored?	Quarterly monitoring of the service will be undertaken, this will include the regular capture of demographic data for families and children that the services have supported. This will give reassurance to the Local Authority that the services are being distributed fairly

the services are being commissioned from, where equality is needed, and proportionately where targeted need is identified.

What data is required in the future?

The future requirement regarding data will be to ensure that the contract and specification terms are set out clearly with Key Performance Indicators. Future monitoring will ensure that equality outcomes are monitored and delivered over the course of the contract.

Are there any adverse impacts on any particular group(s)

No

If yes, please explain your reasons for going ahead.

N/A

Initial equality impact assessment of your proposal

The proposal is based on the Local Authority mandated requirement to provide a universal 0-19 Service for the Birmingham community of children and their families. The service will also be targeted to support specific needs as they are identified. The initial assessment is that the impact on equality will be neutral where universal services are offered, or beneficial where targeted health needs relating to protected characteristics exist.

Consulted People or Groups

Commissioning and Procurement advice has sought by consultation with Local Authority leads in these areas and the recommended option in the report is to Commission the services by Procurement. Following the decision, consultation with a wide range of community groups is proposed in the development of a service specification.

Informed People or Groups

The market of potential providers of 0-19 Services has been informed of the forthcoming decision regarding the tendering of these services by the publication of a Prior Information Notice (PIN). The market is therefore aware of the need for these services to be delivered in Birmingham and sufficient expressed interest in applying to deliver the services has

Summary and evidence of findings from your EIA

been received to demonstrate that a procurement undertaking would be appropriate.

The findings of the EIA are that these services will deliver on Birmingham's equality commitments, providing a universal service to all, but also targeted to those in greatest need. The need to deliver services equitably will be driven by consultation with a wide range of groups and individuals who will reflect the needs of all people, including people with protected characteristics. These needs will be written into the service specification for the service and delivered by a team who are trained in matters of equality. This commitment to appropriate demographic delivery will be monitored quarterly throughout the course of the contract to ensure that the service will deliver its equality obligations.

QUALITY CONTROL SECTION

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

Agree with EQIA

Decision by Quality Control Officer

Proceed for final approval

Submit draft to Accountable Officer?

No

Decision by Accountable Officer

Approve

Date approved / rejected by the Accountable Officer

17/02/2023

Reasons for approval or rejection

Please print and save a PDF copy for your records

Yes

Content Type: Item

Version: 99.0

Created at 01/02/2023 03:52 PM by ☐ Andy Kimber

Last modified at 22/02/2023 09:48 AM by Workflow on behalf of ☐ Andy Kimber

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