

## Equality Analysis Report

### Details of proposal:

Sefton Integrated Wellness Service recommission:  
**Living Well Sefton Community**  
**Sefton Stop Smoking Service - Smokefree Sefton**

### Ramifications of Proposal:

Recommissioning the Community and Stop Smoking elements of the Living Well Sefton service will ensure there is a community based, holistic wellbeing offer that addresses inequalities, focusing on areas, individuals, and communities that may experience disadvantage.

Service provision will be considered in relation to protected characteristics to identify, eliminate, reduce, and mitigate barriers to provision or other factors that could otherwise unfairly impact on service provision.

### Are there any protected characteristics that will be disproportionately affected in comparison to others?

2.1 Equality Act 2010 is clear that there are specific characteristics that are intrinsic to an individual against which it would be easy to discriminate. Section 149 (the Public Sector Equality Duty) lists the characteristics known as 'protected characteristics' against which we must test for discrimination. These characteristics are gender/sex, race/ethnicity, religion and belief, marriage & civil partnership, sexual orientation, age, gender reassignment, pregnancy and maternity and disability.

2.2 In Sefton we have a strong commitment to promoting equality, tackling disadvantage, and improving the health and wellbeing of our residents.

In order to encourage wide participation in the consultation and engagement process a variety of methods were used, including digital and paper questionnaires, as well as telephone interviews with service users and staff. Additionally, reviews were undertaken with organisations that deliver the services as part of Living Well Sefton, and in-person short surveys were completed in the community to capture the views of people who do not currently access the Service to support understanding of any barriers to participation.

### Overview

On 31st March 2024, existing contracts for the Living Well Sefton Community Service and Specialist Stop Smoking Service 'Smokefree Sefton', will expire. Both of these services are core components of the overall Living Well Sefton Service

The Equality Impact Assessment (EIA) is connected to the recommission of both services and follows on from the consultation and engagement exercise which will be used to develop the new Living Well Sefton Community programme and the Smokefree Sefton service specification to

ensure that the Service meets the needs of local people and addresses inequality and equality and diversity considerations.

The EIA should ensure there is equal and fair representation from those with 'protected characteristics' and enable officers to deal with any potential barriers.

We need to ensure we are delivering the 'right service' in the 'right place'.

## **Background**

Sefton's Integrated Wellness Service 'Living Well Sefton' (LWS) is an essential part of the health improvement system, making a major contribution to early intervention and prevention in sefton identifying needs early, building community resourcefulness and reducing health inequalities.

The service has been operational since 2016 and was recommissioned in 2018 for a 3-year +1+1 period. The proposed recommission will be a new and redesigned programme, responsive to community need and informed by an extensive consultation and engagement programme which was undertaken between April and June 2023.

The impact of the pandemic and the current cost of living crisis has had far reaching consequences of the residents of the borough with significant impact on areas of highest inequality. The LWS will be designed to consider these major challenges and ensure that residents are able to navigate support appropriately.

The LWS has 3 core strands, community, and two specialist components (Smokefree Sefton and Active Sefton). The scope of this commission is the LWS Community and Smokefree Sefton.

## **Smokefree Sefton**

Smokefree Sefton provides evidence-based specialised support service for people wanting to give up smoking or reduce harm with a view to quitting in the longer term.

The service is driven to achieve a reduction in smoking prevalence in amongst adults who require the most support, including people with poor mental health, pregnant women and people living in areas of greatest deprivation. During the term of the contract, the service has developed a young person's offer, aimed to raise awareness of using tobacco and vaping, as well as support for young people who want to quit or reduce harm associated with use.

The service contributes to Sefton's Living Well Sefton Service (LWS) by:

- Acting as a specialist spoke, to assist residents across all age groups to stop smoking.
- Offering stop smoking advice and providing a range of free, person centred, interventions using behaviour change techniques and motivational interviewing to tailor health, wellbeing, and lifestyle support.
- Providing support and training to all those involved in encouraging and supporting people to reduce harm and stop smoking.
- Focusing specifically on health inequalities and on improving health and wellbeing outcomes for residents of the borough and improve the health of the poorest.

A new specification will be developed in line with latest evidence and a range of strategic documents including the NHS long term plan and will look to embed the Targeted Lung Health Checks support as part of the ongoing sustainable offer.

## **Summary of key findings:**

### **Key themes identified from the 2023 consultation**

**Locations** – Limited options in the north of the borough to access support. The existing healthy living centre is not situated within easy reach of the main transport links. More options across the community are needed throughout Sefton as travel and access to services was a recurrent theme.

**Promotion and identity** – Visibility could be better, particularly via healthcare services and promotional materials as well social media. More clarity could enhance what is available within the LWS offer as both service users and non-service users were often uncertain about how they could benefit.

**Staff** - Existing service users highlighted that staff were welcoming and friendly, however a key gap identified was the lack of follow up after completing an intervention programme.

**Individual support** - More requests for individual rather than group activity – confidence within group activities often a factor. Individual support initially for those with depression and low mood was identified as an important part of the offer. Noting that being supported to attend groups was felt to have a positive impact on mood, with social connections identified as integral to this.

**Social elements** – Many people who had accessed the LWS community offer commented on the benefits they experienced from the social aspects of attending groups.

**Mental wellbeing** Think Differently Cope Differently course was highly valued and mental health and wellbeing was a key focus of discussion.

**Cost** - Activities need to be free or very low cost and at a range of venues so they can be accessed by more people.

**Losing weight and eating healthily** – Cook and eat session deemed valuable, need to include a focus on budget cooking, and the use of low-cost cooking methods.

**Physical activity** – Despite being a priority, cost was identified as a barrier to participation.

**Referrals**- Social prescribers were identified as the main referral route however increased internal and external referrals from health and social care and across the wider partners is required.

**Community outreach**- Sessions in a variety of places in the community were considered vital, not just group sessions or meeting in the same venues.

### **Who will be affected by this recommission?**

- Service users - both potential and current service users will be affected. All the findings of

the consultation will be considered, and the service will be redesigned and remodelled to incorporate the current and future needs of services users, as well as addressing the needs of the wider community. This will include consideration of equality, diversity and social and health inequalities.

- People who live and work in Sefton.
- Both services are universal, however resources are targeted at the 20% most deprived areas and at-risk individuals, groups, and communities known to be experiencing disadvantage.

## **What are the key changes to the model as a result of the consultation?**

### **LWS Community**

- The remodelled service will have more tailored support and include increased one to one support, with less reliance on groups to deliver support.
- There will be outreach with less reliance on local people visiting specific locations whilst making full use of the Healthy Living Centres.
- Delivery by utilising community assets such as community cafes.
- Enhanced holistic assessment and guidance through a comprehensive one to one consultation and post-intervention follow-ups.
- Enhancing signposting through the system, ensuring that there is comprehensive knowledge of the range of offers available across the system.
- Enhanced visibility of the LWS offer to widen access, focusing on individuals, groups and communities who may experience disadvantage.

### **Smokefree Sefton**

- There will be more outreach in areas of greatest deprivation and less reliance on local people visiting specific locations.
- There will be a hybrid model of delivery utilising face to face, group and online contact to meet the diverse need of local people.
- The service will be visible and accessible to the community with sessions delivered across weekdays, evenings and weekends.

## **Potential barriers to people engaging with the service and mitigation**

The LWS is a service focused on early intervention and prevention. Clients with complex needs will be supported by referral onwards to appropriate services within the health and social care sector.

- The current cost of living crisis may impact on people's (service user and non-service user) capacity and ability to engage due to competing pressures. The Initial assessment will sensitively consider these potential barriers and ensure that LWS staff based in settings such as CAB are appropriately trained.
- Access in terms of services closer to home and consideration of disabilities and cost of travel, making use of one-to-one and outreach offers as needed. The redesigned service will ensure a wider range of locations in community settings is available and increased one to one support is promoted. People will be offered one to one support to attend interventions.
- Perception that the service is not relevant to them, or they would feel uncomfortable in a

group situation, mitigation through one-to-one support and increased and relevant marketing will be developed which will be rooted in local insight to establish motivational behaviours and challenges to engaging with services. A broader portfolio of options will be developed and include more one to one support.

- Digital exclusion and issues with literacy and visual impairment maybe compromise the visibility of the service for some people. Enhanced marketing will increase visibility and include word of mouth, professional and community referrals across local settings where natural partners and trusted community members congregate.
- Service uptake remains predominately female (this is reflected nationally). Continued development of the existing Mens Health and Wellbeing offer across the borough. A current community grant programme which exists within the LWS will encourage men's involvement in service design and delivery.
- People who have care experience who may live in complex circumstances with multiple challenges impacting on their access to services. The LWS is and early intervention and prevention service focusing on behaviour change and wellbeing support. Where low level interventions are required, the service will be responsive and sensitive to the needs of this group.
- People with poor mental health often find it difficult to give up smoking, the service will adapt the offer, providing ongoing support, offer flexible and longer appointment times to help mitigate some of the challenges faced by people who experience poor mental health. The service will work collaboratively with Mental Health organisations to offer bespoke sessions to their clients.
- People who experience socio-economic disadvantage are more likely to smoke and find breaking the cycle of smoking difficult, despite the cost to them. To mitigate this the service will support harm reduction approaches as a step to quitting. The service is free to all and will be accessible in community locations with targeted outreach in Sefton's most deprived wards.

**Evidence that the Public Sector Equality Duties will be met is contained within the table below**

*The Equality Act 2010 requires that those subject to the Equality Duty must, in the exercise of their functions, have due regard to the need to:*

- 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.*
- 2. Advance equality of opportunity between people who share a protected characteristic and those who do not.*
- 3. Foster good relations between people who share a protected characteristic and those who do not.*

*The Act explains that having due regard for advancing equality involves:*

- *Removing or minimising disadvantages suffered by people due to their protected characteristics.*
- *Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.*
- *Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.*

## Protected Characteristics and the Identification of Potential Issues/Barriers

Protected Characteristic	Tick which applies		Tick which applies		Reasons for the positive impact or potential negative impact, *although PH will identify negative impacts, it may not be realistic to negate these due to a lack of resources.
	Positive Impact		Potential Negative Impact		
	Yes	No	Yes	No	
<b>Age</b>	✓			✓	<p>The current service is predominately adult focused, however we recognise that more families will be utilising the service thus we are redesigning some of our programmes to have alignment with the new Healthy n Happy Hub which has been developed as a younger persons version of the LWS. Stakeholders will be encouraged to refer clients between both services.</p> <p>Service will meet needs across the life course accepting that access and service requirements change with age.</p> <p>An individualised and tailored approach will ensure needs are met.</p> <p>Smokefree Sefton provides tailored service across the life course. The CYP offer continues to develop with input from young people to ensure the service remains relevant to their needs,</p>
<b>Disability</b>	✓		✓		<ul style="list-style-type: none"> <li>• The consultation identified some post pandemic issues with some service users experiencing challenges of access. This has been considered within the new service design and steps have been taken to meet the needs of people with disabilities. Support includes:                             <ul style="list-style-type: none"> <li>○ Easy read promotional materials</li> <li>○ Increased word of mouth promotion</li> <li>○ Assistance with access and attendance</li> <li>○ Increased visibility via community groups</li> </ul> </li> </ul>

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	Positive Impact		Potential Negative Impact		
	Yes	No	Yes	No	
					<ul style="list-style-type: none"> <li>○ One to one support</li> </ul>
<b>Gender Reassignment/ Transgender</b>		✓		✓	All service users will be respected without discrimination in the service with a sensitive holistic approach, supporting any additional health/service needs, ensuring that harassment and victimisation is not tolerated.
<b>Marriage and Civil Partnership</b>		✓		✓	The service is accessible to all Sefton residents without discrimination.
<b>Pregnancy and Maternity</b>	✓		✓		<p>Understanding of any additional health/service needs</p> <p>All service users should be respected without discrimination in the service. Full engagement with Maternity Voices Partnership, maternity liaison committee and other community groups to gain engagement ensures inclusivity for pregnant women and new mothers.</p> <p>Smokefree Sefton has a dedicated smoking in pregnancy advisor and access to a dedicated smoking in pregnancy midwife.</p>
<b>Race</b>	✓		✓		<p>The service will engage with link workers and natural partners to ensure all communities are able to access the service and obtain culturally sensitive service delivery for their community.</p> <p>Language barriers to accessing services and lifestyle support will be applied to service delivery and information will be communicated effectively where English is not a language that is understood and ensuring that harassment and victimisation is</p>



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	Positive Impact		Potential Negative Impact		
	Yes	No	Yes	No	
					not tolerated.
<b>Religion or Belief</b>		✓		✓	The service will engage with link workers and natural partners to ensure all communities are able to access the service and obtain culturally sensitive service delivery for their community, ensuring that harassment and victimisation is not tolerated.
<b>Sex</b>	✓		✓		<p>Men are underrepresented in the LWS however the service will continue to support men through a range of tailored interventions which will include;</p> <ul style="list-style-type: none"> <li>• Bereavement groups for men</li> <li>• Physical activity programmes</li> <li>• Men's Shed</li> <li>• Veterans support</li> <li>• Cook and Eat session</li> <li>• Volunteering</li> <li>• Gardening groups</li> </ul> <p>Some women may face a range of challenges to access. However, the service will tailor and support those women accordingly. Where risk is identified signposting to appropriate agencies will take place.</p>

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	Positive Impact		Potential Negative Impact		
	Yes	No	Yes	No	
<b>Sexual Orientation</b>		✓		✓	All service users will be respected without discrimination in the service with a sensitive holistic approach, supporting any additional health/service needs and ensuring that harassment and victimisation is not tolerated.
<b>Care Experienced</b>	✓		✓		All service users will be respected without discrimination in the service with a sensitive holistic approach, supporting any additional health/service needs. The service will apply a sensitive approach to the specific needs of this group.