



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

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

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Substance misuse
Related EIAs:	EIA Number: Public Health Substance Misuse June 2021

EIA for Savings Programme:	No
Service affected	Substance Misuse
Description of the service/policy/project/project phase	The Substance Misuse Service provides drug and alcohol treatment to adults and young people. In 2019/20, the service treated approximately 3,200 adult clients with a further 2800 receiving non-structured informal support including brief interventions and needle exchange. Approximately 800 young people under 25 years are supported within the service. The service also works with pharmacies across Hampshire to deliver a needle exchange scheme and support those requiring medication for their opiate addiction.
New/changed service/policy/project	It is proposed that the Winchester substance misuse treatment provision would offer a hybrid model for those wishing to access substance misuse treatment. This means a range of access points throughout the city will be available. This would affect adults accessing the substance misuse treatment service in Winchester and any family/carer receiving support there. The changes would not affect the delivery of the children and young people's substance misuse service. In 2019/20 approximately 270 people accessed the Winchester service.

Engagement
<p>The County Council's Serving Hampshire Balancing the Budget 2019 consultation sought residents' and stakeholders' views on strategic options for funding the Authority's budget gap.</p> <p>In addition, an 8-week consultation on these proposals is taking place from 14 June to 9 August 2021.</p> <p>The consultation was promoted through a range of channels including (but not limited to):</p> <p>emails to:</p> <ul style="list-style-type: none"> • local voluntary and community sector partners • district and borough councils • MPs • NHS trusts •

- GP surgeries
- pharmacies
- sexual health clinics
- schools
- local parent and carer networks
- charities
- police and fire service partners
- social media posts on Twitter and Facebook
- press release information for local media
- school communications with the request that the consultation be shared with parents via for example school newsletters; and internal communications with staff at the County Council including the service being consulted upon
- service users accessing substance misuse treatment

869 respondents provided feedback on this proposal via the consultation response form.

Over three quarter of respondents (78%) disagreed with the proposal to close the Winchester treatment hub.

Higher levels of disagreement were expressed amongst respondents who had used the service (91%), those with children up to the age of 16 in their household (85%) and those from ethnic minority backgrounds (85%).

Perceived impacts of proposed changes to the substance misuse treatment service focused on the effect service users, particularly in relation to people who are already vulnerable and the accessibility of treatment services. There was also some concern that the impact could extend to the wider community through increased criminal behaviour or demand for other services.

Due to difficulties securing premises and the high rental costs in Winchester the service provider has been looking for either suitable cheaper accommodation or an alternative model of delivery for some time. Recognising the concerns raised by stakeholders, it is proposed to proceed by maintaining a service in Winchester which would continue to offer the support needed by service users and improve value for money.

Equalities considerations - Impact Assessment

Age

Impact on public	Negative - Medium
Impact on staff	Negative - Medium

Rationale	<p>Adult population 30- 49 years : Approximately 50% of adults accessing substance misuse services in Hampshire are aged between 30 – 49 years. 66% of those people in treatment for their opiate addiction are between the ages of 30 and 49 years. This cohort require intensive care and support (including medical treatment) to enable recovery. A change in access to treatment amongst these age groups in Winchester may result in a decrease in the numbers of people accessing substance misuse treatment and a likely increase in the unmet need in the city. This age group also have the highest number (nearly two thirds) of all drug related deaths across Hampshire. Accessing substance misuse treatment services is a protective factor in preventing drug related deaths and reducing access to these services for this cohort of people will result in an increased number of deaths.</p>
Mitigation	<ul style="list-style-type: none"> • A range of access points across the city, including a smaller satellite clinic that opens at certain times during the week on a sessional basis, where one to one appointments will be available; • support available for service users in crisis 24/7 • group work/recovery support activities available at local community venues; • outreach to other services such as homeless support services; and • virtual support (via the telephone and/or online). <p>the treatment hubs at other sites in Hampshire, the nearest being Eastleigh</p>

Disability

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	<p>Mental Health: People with drug and/or alcohol dependencies often have complex needs and other related or unrelated health problems. For example, 53% of service users within the substance misuse service have an identified mental health need. The service is currently working jointly with primary care and secondary mental health services to support service users who have a co- occurring substance misuse and mental health need. Joint working arrangements could be affected, and lower level mental wellbeing support could be reduced within the service.</p>

	The closure of the Winchester hub may disproportionately affect those with complex needs who require greater access options and more intense support. This will affect the progress of an individual's recovery and potentially the risk to their health and wellbeing, including risk of death.
Mitigation	Clear joint working protocol developed which describes referral, assessment and treatment pathways. Outreach and joint working developed with community mental health teams. Substance Misuse has been identified as priority within the Mental Health Transformation Programme to provide integrated treatment pathways at all levels for those with mental health / substance misuse.

Gender Reassignment

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	There are no data available locally to determine access to substance misuse services, however national research suggests that this population are at a higher risk of misusing drugs and alcohol.
Mitigation	There are no data available locally to determine access to substance misuse services, however national research suggests that this population are at a higher risk of misusing drugs and alcohol.

Pregnancy and Maternity

Impact on public	Negative - Low
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Impact on staff	Neutral
Rationale	<p>There are health risks for both mother and baby if the mother misuses drugs and/or alcohol. Currently, 10 pregnant mothers accessed the service across Hampshire in 2018/19. The closure of the Winchester hub may result in a reduced availability of service to pregnant mothers.</p>
Mitigation	<p>Ensure effective pathways and care coordination between substance misuse treatment and maternity services and children's services are robust to ensure adequate care.</p>

Race

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>Most people (94.9%) accessing the Winchester Treatment Centre are White British.</p> <p>Currently outreach into Black and Minority Ethnic (BME) communities and the location of physical hubs in areas with higher proportions of the Hampshire BME population has resulted in greater proportion of ethnic minorities engaged in treatment. For example, in Aldershot 11.9% of service users are from BME communities.</p> <p>Closure of the Winchester hub may affect the ability to engage with BME communities.</p>
Mitigation	<p>Continue to require service providers to undertake an annual Health Equity Audit and produce a service improvement plan showing how access to services will be</p>

improved.

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There are no data available locally to determine access to substance misuse services, however national research suggests that this population are at a higher risk of misusing drugs and alcohol.</p>
Mitigation	

Sex

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>Currently, 63.8% of people accessing treatment for drug and alcohol misuse in Winchester are male. Less women (36.2%) currently access substance misuse services. The closure of the Winchester hub may impact the number of women accessing support.</p> <p>At present the substance misuse service offers women only groups which are particularly important as some would have experienced domestic abuse.</p>
Mitigation	<p>Ensure women only groups continue in areas of highest need.</p>

Sexual Orientation

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>Whilst there are relatively low numbers of the Lesbian, Gay, Bisexual and Transgender (LGBT) population currently accessing the substance misuse service (88% of service users identified themselves as heterosexual), evidence suggests that this group face a higher risk of substance misuse.</p> <p>A change in service offer may impact on specific activities aimed at this client group.</p>
Mitigation	<p>Seek to work with relevant LGBT organisations to increase awareness of the service offer in Winchester.</p>

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>There are no data available locally to determine access to substance misuse services, however national research suggests that this population are at a higher risk of misusing drugs and alcohol.</p>
Mitigation	

Poverty

Impact on public	Negative - Medium
Impact on staff	Neutral
Rationale	<p>Deprived communities are associated with the problematic use of drugs such as heroin and crack cocaine. Although problematic use of these drugs is not exclusively related to deprivation it is much more common among those living in poverty. The impact of harmful and dependent drinking is greatest in deprived communities. There would be a reduction in access to substance misuse services for those living in poverty. National statistics show that there are higher numbers of drug related deaths in areas of deprivation. Both Gosport and Havant have higher than average deaths. Health outcomes such as rates of alcohol related conditions, alcohol related mortality and alcohol related hospital admissions for those living in local authority areas where there are elevated levels of deprivation in Hampshire is likely to increase. Whist Winchester is an affluent district, there are pockets of deprivation.</p>
Mitigation	<p>Prioritise resources to ensure that substance misuse services are visible and accessible in Winchester. Work with other agencies who have good visibility in Winchester (e.g. Homeless support services, primary care) to ensure there are clear and robust pathways of referral.</p>

Rurality

Impact on public	Negative - Low
Impact on staff	Neutral
Rationale	<p>The current substance misuse service has a good foot- print across Hampshire with 9 treatment hubs (in the main towns) and several satellite services in more rural areas. The closure of the Winchester hub will not decrease the availability of satellite services and outreach in more rural communities.</p>

Mitigation	The closure of the Winchester hub will not decrease the availability of satellite services and outreach in more rural communities.
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Geographical Impact:Winchester

Equality Statement

Additional information:

None

Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00141

Date of production of EIA for publication: 12/10/2021