

Equality Impact Assessment - Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Stage Two, Equality Impact Assessment is required.

Name of policy, strategy or function:	Emotional Health Academy
Version and release date of item (if applicable):	19 th November 2015
Owner of item being assessed:	Andrea King, HoS Prevention & Developing Community Resilience
Name of assessor:	
Date of assessment:	

Is this a:		Is this:	
Policy	Yes/No	New or proposed	Yes
Strategy	Yes	Already exists and is being reviewed	Yes/No
Function	Yes/No	Is changing	Yes/No
Service	Yes		

1. What are the main aims, objectives and intended outcomes of the policy, strategy function or service and who is likely to benefit from it?	
Aims:	To ensure that children and young people with early emotional health needs (Tier 2 needs) are seen and receive professional support sooner.
Objectives:	To see children and young people within 6 weeks (the current waiting list is 1-2 years to be seen)
Outcomes:	To provide effective early intervention to improve emotional health and well-being and to reduce the likelihood of a Tier 3 mental health need developing.
Benefits:	More effective early intervention and more timely support, within the communities in which children and families live.

2. Note which groups may be affected by the policy, strategy, function or service. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine

<p>this. (Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)</p>		
Group Affected	What might be the effect?	Information to support this
Children and young people with emotional ill health	More effective emotional health support earlier.	Please see the Emotional Health Academy proposal
Parents/carers with emotional ill health; including pregnant mothers	More holistic support and care for families in which emotional ill health is a feature.	Please see the Emotional Health Academy proposal
Families that struggle to travel to appointments to receive help and support	Help and support will be available in communities in which families live; the number of workers will be proportionate to the amount of funding received but we intend to cover 6 geographical communities prioritised in BWB: Building Communities Together	Please see the Emotional Health Academy proposal
Further Comments relating to the item:		

3. Result	
Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?	No
Please provide an explanation for your answer:	
Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
This will make a positive impact to the various protected characteristics.	

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the Equality Impact Assessment guidance and Stage Two template.

4. Identify next steps as appropriate:	
Stage Two required	No
Owner of Stage Two assessment:	
Timescale for Stage Two assessment:	
Stage Two not required:	

Name: Andrea King

Date: 25/11/15

Please now forward this completed form to Rachel Craggs, the Principal Policy Officer (Equality and Diversity) for publication on the WBC website.

