

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 2, Equality Impact Assessment is required.

Name of policy, strategy or function:	Friends in Need
Version and release date of item (if applicable):	
Owner of item being assessed:	
Name of assessor:	Rachel Johnson
Date of assessment:	23/10/2015

Is this a:		Is this:	
Policy	No	New or proposed	No
Strategy	No	Already exists and is being reviewed	Yes
Function	No	Is changing	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:	<p>Support people with depression to maintain recovery and wellbeing by developing strong local networks of like-minded people.</p> <p>Provide an opportunity for people to meet online and face-to-face in local communities, to enable support with depression</p>
Objectives:	<ul style="list-style-type: none"> • To help build up social support networks for men and women with depression. • To provide an opportunity for to share experiences by doing ordinary things like having a coffee or going for a walk, and just simply reminding each other that they are not alone. • To set up a wide range of groups for like-minded people, for example walking and yoga groups • To support anyone whose lives have been affected by depression. This means that a family member, friend or work colleague can benefit from Friends in Need.
Outcomes:	<ul style="list-style-type: none"> • To reduce the loneliness and isolation that comes with depression. This can have a devastating impact on people from all walks of life. • To access people who are not currently using services

	<p>and support people who are not confident about using online services to access the site.</p> <ul style="list-style-type: none"> • A reduction in the number of people visiting their GP for depression. • To reduce antidepressant prescribing rates, especially when antidepressants are less effective at less severe levels of depression
Benefits:	<ul style="list-style-type: none"> • To help maintain recovery from depression - people need to have access to other people with the condition for this to happen. • Improved mental health and reduction in the progression of more severe forms of depression through early intervention thus promoting wellbeing • To foster strong partnership working between Talking Therapies, GP practices, and the Voluntary Sector • To complement the existing medical and therapeutic interventions that are offered. For example, people with depression who register for Friends in Need can be referred to IAPT services where appropriate. • To tap into existing resources developed by Depression Alliance, for example; self help groups, pen friends, time banking and the Depression Alliance website which has a moderated on-line forum.

<p>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 this.</p> <p>(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
Disability	People experiencing depression might not receive the support they require. Their condition could deteriorate without the peer support provided by Friends in Need.	Friends in Need coordinator feedback from FiN service users.
Pregnancy and Maternity	Some women who access Friends in Need House might be pregnant or on maternity leave and might experience social isolation as a result which could lead to feelings of loneliness and depression.	As above
Further Comments relating to the item:		

3. Result	
Are there any aspects of the policy, strategy, function or service, including	No

how it is delivered or accessed, that could contribute to inequality?	
Please provide an explanation for your answer: The savings proposal is no longer going ahead.	
Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?	No
Please provide an explanation for your answer: The savings proposal is no longer going ahead.	

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:	Rachel Johnson
Timescale for Stage Two assessment:	November 2015
Stage Two not required:	Not required

Name: Rachel Johnson

Date: 23/10/2015
