

## 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.

|  |                                |
|--|--------------------------------|
| <b>Name of policy, strategy or function:</b>             | Thames Valley Positive Support |
| <b>Version and release date of item (if applicable):</b> |                                |
| <b>Owner of item being assessed:</b>                     |                                |
| <b>Name of assessor:</b>                                 | L. Wyman                       |
| <b>Date of assessment:</b>                               | 06/11/2015                     |

| Is this a: |     | Is this:                             |     |
|------------|-----|--------------------------------------|-----|
| Policy     | No  | New or proposed                      | No  |
| Strategy   | No  | Already exists and is being reviewed | No  |
| Function   | No  | Is changing                          | Yes |
| 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? |  |
|---|--|
| <b>Aims:</b>  | To ensure those who test positive for HIV have a good level of support and advice.   |
| <b>Objectives:</b>  | <p>To provide support and counselling for residents who are HIV positive</p> <p>To provide condoms to high risk groups esp men who have sex with men (MSM)</p> <p>To raise awareness about HIV and how to prevent it especially in high risk groups e.g. MSM, those who inject drugs and sex workers.</p> <p>To facilitate HIV self sampling</p> |
| <b>Outcomes:</b>  | <p>People who are HIV positive are well supported</p> <p>High risk groups are aware of how to prevent HIV and there is increase use of condoms</p> <p>More residents carry out HIV self sampling thus rate of people presenting to health services with late diagnosis decreased</p>   |
| <b>Benefits:</b>  | <p>People with HIV have a more positive experience of living with the disease, with improved health and wellbeing</p> <p>Less resources needing to be spent on treating patients who</p>   |

|  |  |
|--|--|
|  | present late with HIV due to earlier identification. |
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**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.**

(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.)

| Group Affected     | What might be the effect?                 | Information to support this |
|--------------------|---|-----------------------------|
| Sexual orientation | MSM may not be reached to the same extent |                             |
|                    |   |                             |
|                    |   |                             |
|                    |   |                             |

**Further Comments relating to the item:**

Although the funding is decreasing we will still fund TVPS to reach those at greatest need including MSM and all other high risk groups.

We are working closely with TVPS to ensure they are supported.

HIV self sampling can also be undertaken through an online service.

**3. Result**

|  |           |
|--|-----------|
| <b>Are there any aspects of the policy, strategy, function or service, including how it is delivered or accessed, that could contribute to inequality?</b> | <b>No</b> |
|--|-----------|

**Please provide an explanation for your answer:**

This service does target MSM already and that will continue.

|   |           |
|---|-----------|
| <b>Will the policy, strategy, function or service have an adverse impact upon the lives of people, including employees and service users?</b> | <b>No</b> |
|---|-----------|

**Please provide an explanation for your answer:** The funding reduction of £7,000 will not have an adverse impact upon the lives of people as support, advice and treatment is also provided by the NHS.

**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:**

|                           |    |
|---------------------------|----|
| <b>Stage Two required</b> | No |
|---------------------------|----|

|  |              |
|--|--------------|
| <b>Owner of Stage Two assessment:</b>      | Lesley Wyman |
| <b>Timescale for Stage Two assessment:</b> |              |
| <b>Stage Two not required:</b>             | Not Required |

**Name: Lesley Wyman**

**Date: 06/11/2015**

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