

North Somerset Council

Initial Equality Impact Assessment



1. The Proposal

Service area:	North Somerset Council Outbreak Management Plan
Lead Officer:	Lodee Dudley, Consultant in Public Health
Links to budget reduction proposal? (Yes/No):	No
Date of assessment:	24 June 2020

Description of the proposal:

What is the change? North Somerset Council, as an upper tier local authority, is required to produce a local Outbreak Management Plan (OMP) outlining how it delivers its health protection function in relation to managing outbreaks, by 30 June 2020. This is to support the critical roles of Local Government and Directors of Public Health in managing the next phase of the COVID-19 pandemic in relation to testing, contact tracing and outbreak management.

Summary of changes:

Please describe how the policy or service will change as a result of the proposal. The OMP describes how the Council will respond to outbreaks, focussing on high risk settings, locations and communities.

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Impact Level Insert X into one box per row, for impact level and type.	Impact type				Impact type		
	High	Medium	Low	None	Positive	Neutral	Negative
Disabled people			X				
People from different ethnic groups			X				
Men or women (including pregnant women or those on maternity leave)			X				
Lesbian, gay or bisexual people			X				
People on a low income			X				
People in particular age groups			X				
People in particular faith groups			X				
People who are married or in a civil partnership			X				
Transgender people			X				
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:			X				

3. Explanation of customer impact

In line with your assessment above please provide an explanation for the level of impact for each protected group listed. The OMP has taken account of the potential for people with protected characteristics to be represented amongst the key settings, locations and communities it focusses on. Experience of COVID-19 has reinforced the importance of using surveillance data to monitor population groups more likely to suffer adverse effects of new infectious diseases. People from BAME communities have emerged as a new group at higher risk of poor outcomes to add to the existing higher risk groups including older people, those with existing long term conditions and pregnant women. We have responded to this emerging information by seeking additional information to help understand the impact on BAME populations across Bristol, North Somerset and South Gloucestershire. This information will be used to tailor messages in culturally appropriate ways. Communication is a key component of effective outbreak management and ensuring partnership working with Public Health England to agree joint communications with our respective Public Health and communications leads is integral to the plan. The OMP provides assurance that where language and understanding may create barriers to effectively managing an outbreak, tailored information will be prioritised. This can take the form of written information in other languages, use of translators and creation of picture messages. Having adequate capacity to respond is also critical to ensure settings receive timely responses and feel supported through outbreaks. Partnerships with health care organisations have helped NS Council to provide 'wrap around' support, including infection prevention and control advice, to key settings including care homes and more recently schools. NS Council Public Health is due to receive a grant of £868,716 to contribute to the next phase of our response in implementing the OMP, recognising the ongoing need for adequate, skilled capacity, clear advice and messaging and implementation of effective, tailored, outbreak control measures.

4. Staff equality impact summary

Are there any staffing implications for this proposal?

Yes

No

Explanation of staff impact

If yes, please describe the impact including the number of posts that could be affected? State whether they are currently vacant or filled permanently or temporarily.

6. Review and Sign Off

Directorate Equality Group

When was this assessment reviewed by the Directorate Equality Group? 29.06.2020

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed? Not applicable

Service Manager: Matt Lenny, Director of Public Health

Date: 29.06.2020



Please ensure this EIA is approved by Service Manager prior to circulation.

If this assessment identifies a potential medium or high impact, then a Full Equality Impact Assessment needs to be completed