

Equality Impact Assessment

Right Care Right Person

Did you use the EIA Screening Tool? (Delete as applicable)

Yes

1. Explaining the matter being assessed

Is this a:

A new strategy or policy

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

get the best possible care from the most appropriate service by reducing the reliance on the police as the first responders. For example, first responders to reports of welfare, absence without leave (AWOL), walkouts, and mental health situations where there is not a risk to life or risk of serious harm, and where core policing duties do not apply.

This policy is owned by the Home Office and being rolled out nationally by the Police. Surrey County Council would be a partner in this process.

Guidance is being reviewed for the impact to children, this policy may change depending on the outcome of the review.

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

Everyone gets the health and social care support and information they need at the right time and place

Are there any specific geographies in Surrey where this will make an impact?

County-wide

Assessment team A key principle for completing impact assessments is that they should not be done in isolation. Consultation with affected groups and stakeholders needs to be built in from the start, to enrich the assessment and develop relevant mitigation.

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Detail here who you have involved with completing this EIA. For each include:

Liz Uliasz

Adults, Wellbeing and Health Partnerships
ASC Chief Operating Officer

Julia Groom

Adults, Wellbeing and Health Partnerships
Public Health Consultant

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

Members/Ex members of armed

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Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
Older People in care homes*

Gypsy, Roma and Traveller communities*
Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

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Age

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

The usually resident population of Surrey, counted by the 2021 Census, was 1,203,108. There are 23,000 Children aged 5-17 years estimated with mental disorder. 121,500 people aged 16 and over, estimated with common mental health disorder. 115,000 people aged 18 and over with depression. 9,500 Severe mental illness, all ages.

Currently in Adult Social Care, there are 3023 cases open to the Mental Health Teams, 2450 same time last year. AMHP teams receive, on average, 240 contacts for MHA assessment each month.

According to the M

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Describe here suggested mitigations to inform the actions needed to reduce inequalities.

How will you maximise positive/minimise negative impacts (actions to mitigate or enhance impacts)? When will this be implemented by? Who is responsible for this? Include additional relevant item here.

Participate in governance structures (Gold, Silver, Bronze) to have oversight and participate in incident escalation reviews within the bronze group.
Monitor police tags on RCRP cases and reviews on the impact

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- There is a potential increased risk for residents with significant mental health disorder as they would be vulnerable.
- Disabled young adults (from 16 years old) who have mental health disorder may not be easily understood. Some people might communicate non-verbally whereas others may need supported communication.
- People with multiple disadvantages, for example a dual diagnosis of mental health and substance misuse and/or homelessness maybe disproportionately impacted.
- + Helping vulnerable people access the right professionals
- + Protecting vulnerable people from feeling criminalised by the police.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

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Participate in governance structures (Gold, Silver, Bronze) to have oversight and participate in incident escalation reviews within the bronze group.

Monitor police tags on RCRP cases and reviews on the impact in the bronze meetings.

Practitioners will ensure that they have expended all possible support before the police is called.

Review SCC escalations at a senior level (Executive Director).

Promote the Pegasus card scheme to all service users who have learning disabilities and autism.

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None

Pregnancy/Maternity

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

- There is a potential increased risk for pregnant women in domestic abusive relationship.
- Pregnant disabled women (mental health disorder) could be at risk as pregnancy hormones may heighten stress impact.
- Women with post-natal depression could be vulnerable
- + Helping vulnerable people access the right professionals
- + Protecting vulnerable people from feeling criminalised by the police.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

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Review SCC escalations at a senior level (Executive Director).

Proactive referral process to perinatal mental health services.

What other changes is the council planning/already in place

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Race including ethnic or national origins, colour or nationality.

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

According to the MHA data for 2023, Ethnicity breakdown shows 59% assessments were classed as white British, 16% other, 24% not stated. Outcome of assessments show 61% of white British, 68% other and 69% of not stated detained.

The January 2023 Traveller caravan count from the Department for Levelling Up, Housing and

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Review SCC escalations at a senior level (Executive Director).

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.

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Review SCC escalations at a senior level (Executive Director)

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Any negative impacts that cannot be mitigated?

None.

3. Staff

No impact

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

Details on the service users/residents that could be affected. What information (data) do you

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Based your assessment, please indicate which course of action you are recommending to

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5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve you Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/Closed
1	February 2024	Staff guidance	Liz Uliasz	1 April 2024	Final draft to go through governance for sign off	open
2	27 March 24	Staff sessions	Liz Uliasz	22 April	Sessions for all staff briefings booked	open
3	22 April 24	Monitoring	Liz Uliasz/Julia Groom	Long term	Continue attendance at cells Agree data set for monitoring	open

6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by

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