

Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:

Victoria Paris, Senior Public Health Practitioner

Directorate and Team/School Name:

Public Health – Sexual Health

Name, aim, objective and expected outcome of the activity:

Name: Integrated Sexual and Reproductive Health Provision 1st April 2024- 31st March 2031 with option to extend for 2 years

Aim:

To provide an Integrated Sexual and Reproductive Health Provision, carried out in partnership with Hampshire, Southampton and Portsmouth commissioners, to enable, empower and support local people to have healthy, worry- free sex through:

- System Leadership and Network Management
- Integrated Sexual and Reproductive Health Service
- Sexual Health Promotion, Prevention and Outreach
- Psychosexual Counselling

Public Health outcomes:

Alongside the key service outcomes, the ISRHP will support delivery against the 5 main population sexual and reproductive health Public Health Outcomes Frameworks measures:

- under 18 conceptions
- chlamydia detection rate

- new STIs diagnosis (excluding chlamydia in the under 25s)
- prescribing of long-acting reversible contraception (LARC) excluding injections (females aged 15 to 44)
- people presenting with HIV at a late stage of infection

Public Health is required to deliver sexual health services for all residents under a Government Public Health grant to provide mandated sexual health services that must include:

- Open access sexual health services for the prevention of, treatment, testing and caring for people with sexually transmitted infections
- contraceptive services, including access to a broad range of contraceptives
- providing advice preventing unintended pregnancy

The current L3 Integrated Sexual and Reproductive Health Service is provided by Solent NHS Trust (<https://www.letstalkaboutit.nhs.uk/>) on behalf of the Council and is delivered from locations across Isle of Wight , online, postal and outreach services . The service is accessible to anybody in Isle of Wight, irrespective of their usual place of residence.

The L3 Integrated Sexual and Reproductive Health Service provided by Solent NHS Trust will formally end on the 31st of April 2024. To provide a comprehensive, clinically safe, efficient, and effective provision the Level 3 Sexual and Reproductive Health Service is currently collaboratively commissioned to provide services for Isle of Wight, Hampshire, Portsmouth, and Southampton residents.

An Isle of Wight Sexual and Reproductive Health Needs Assessment was completed in December 2022 which has informed the commissioning strategy.

Improving population sexual and reproductive health outcomes and reducing health inequalities for Isle of Wight residents are the main objectives of the L3 Integrated Sexual and Reproductive Health Service.

Residents and service users will be consulted if there any proposed changes to the Isle of Wight L3 Integrated Sexual and Reproductive Service. No changes to sexual and reproductive health services are proposed at present.

Reason for Equality Impact Assessment (tick as appropriate)	
This is a new policy/strategy/service/system function proposal	
This is a proposal for a change to a policy/strategy/service/system function proposal function (<i>check whether the original decision was equality impact assessed</i>)	✓ Recommissioning of service provision unable to identify former EIA

Removal of a policy/strategy/service/system function proposal								
Commencing any project/programme								
Equality and Diversity considerations								
Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.								
Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)
Age (restrictions/difficulties both younger/older)	No impact – The Integrated Sexual and Reproductive Health Provision is accessible to all ages. Under-18s will be supported by the service and follow correct safeguarding procedures where necessary	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.	None	The PH Team recently undertook a needs assessment reviewing local and national data including qualitative interviews for insight. Due to the nature of the service, the	No	The provider will provide information in formats that are suited to the person, using every-day, jargon-free language and will explain any technical terms when talking to the person and their family or carers. It will consider the person's age, and	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.

					service also follows clinical and safeguarding guidelines.		any specific communication needs (for example because of learning disabilities, physical disabilities or cognitive impairments due to neurological conditions).	
<p>Disability a) Physical b) Mental health (must respond to both a & b)</p>	<p>Positive Impact: The Integrated Sexual and Reproductive Health Provision will remain unchanged.</p> <p>Services are open access for the whole population. Those with specific needs such as those with learning and physical disability will receive any additional support that may be required.</p> <p>The service may consider disability when exploring how best to support those at highest risk of sexual and reproductive ill health in order to reduce health inequalities, as outlined the service specification.</p> <p>It is expected that the provider will deliver the provision both in community and virtually. Estates will be easily accessible, particularly to priority groups, in a variety of settings and venues. Venues should have appropriate facilities and equipment, and the provider should ensure that a risk assessment has been undertaken.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>	<p>None</p>	<p>The PH Team recently undertook a needs assessment reviewing local and national data including qualitative interviews for insight.</p> <p>Due to the nature of the service, the service also follows clinical and safeguarding guidelines.</p>	<p>No</p>	<p>The provider will provide information in formats that are suited to the person, using every-day, jargon-free language and will explain any technical terms when talking to the person and their family or carers. It will consider the person's age, and any specific communication needs (for example because of learning disabilities, physical disabilities or cognitive impairments due to neurological conditions).</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>

<p>Race (including ethnicity and nationality)</p>	<p>Positive Impact: The Integrated Sexual and Reproductive Health Provision will remain unchanged.</p> <p>Services are open access for the whole population. Current and future service provision does and will maintain a very strict zero tolerance policy with regards to discrimination of any kind.</p> <p>The service may consider ethnicity and nationality when exploring how to best support those at highest risk of sexual and reproductive ill health in order to reduce health inequalities, as outlined the service specification.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>	<p>None</p>	<p>The PH Team recently undertook a needs assessment reviewing local and national data including qualitative interviews for insight.</p> <p>Due to the nature of the service, the service also follows clinical standards and safeguarding guidelines.</p>	<p>No</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people who require the service regardless of race.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>
<p>Religion or belief (different faith groups/those without a faith)</p>	<p>Positive Impact: The Integrated Sexual and Reproductive Health Provision will remain unchanged.</p> <p>Services are open access for the whole population. Current and future service provision does and will maintain a very strict zero tolerance policy with regards to discrimination of any kind</p> <p>The service may consider religion or belief when exploring how best support those at highest risk of sexual and reproductive ill health in order to reduce health inequalities, as outlined the service specification.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>	<p>None</p>	<p>The PH Team recently undertook a needs assessment reviewing local and national data including qualitative interviews for insight.</p> <p>Due to the nature of the service, the service also follows clinical standards and safeguarding guidelines.</p>	<p>None</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people who require the service regardless of religion or belief.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>
<p>Sex</p>	<p>Positive Impact: The Integrated Sexual and</p>	<p>The service will comply with the Equality Act</p>	<p>The service will comply with the</p>	<p>None</p>	<p>The PH Team recently</p>	<p>No</p>	<p>The service will comply with the</p>	<p>The service will comply with the Equality Act</p>

<p>(Including Trans and non-binary – is your language inclusive of trans and non-binary people?)</p>	<p>Reproductive Health Provision will remain unchanged.</p> <p>Services are open access for the whole population. Current and future service provision does and will maintain a very strict zero tolerance policy with regards to discrimination of any kind.</p> <p>The service may consider sex when exploring how to best support those at highest risk of sexual and reproductive ill health in order to reduce health inequalities, as outlined the service specification.</p>	<p>2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.</p>	<p>Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>		<p>undertook a needs assessment reviewing local and national data including qualitative interviews for insight.</p> <p>Due to the nature of the service, the service also follows clinical standards and safeguarding guidelines.</p>		<p>Equality Act 2010. The service will be available equitably to meet the diverse range of people who require the service regardless of sex.</p>	<p>2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>
<p>Sexual orientation (is your language inclusive of LGB groups?)</p>	<p>Positive Impact: The Integrated Sexual and Reproductive Health Provision will remain unchanged.</p> <p>Services are open access for the whole population. Current and future service provision does and will maintain a very strict zero tolerance policy with regards to discrimination of any kind.</p> <p>The service may consider sexual orientation when exploring how to best support those at highest risk of sexual and reproductive ill health in order to reduce health inequalities, as outlined the service specification.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>	<p>None</p>	<p>The PH Team recently undertook a needs assessment reviewing local and national data including qualitative interviews for insight.</p> <p>Due to the nature of the service, the service also follows clinical standards and safeguarding guidelines.</p>	<p>No</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people who require the service regardless of sexual orientation.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.</p>
<p>Pregnancy and maternity</p>	<p>No Impact: The Integrated Sexual and Reproductive Health Provision will remain unchanged.</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all</p>	<p>The service will comply with the Equality Act 2010. The service will be available</p>	<p>None</p>	<p>The PH Team recently undertook a needs assessment reviewing local</p>	<p>No</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the</p>	<p>The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all</p>

	<p>Services are open access for the whole population. Current and future service provision does and will maintain a very strict zero tolerance policy with regards to discrimination of any kind.</p> <p>The service may consider pregnancy and maternity status when exploring how to best support those at highest risk of sexual and reproductive ill health in order to reduce health inequalities, as outlined the service specification.</p>	ages who require the service.	equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.		<p>and national data including qualitative interviews for insight.</p> <p>Due to the nature of the service, the service also follows clinical standards and safeguarding guidelines.</p>		diverse range of people who require the service regardless of pregnancy and maternity status.	ages who meet the inclusion criteria of the service.
Marriage and Civil Partnership	<p>No Impact: The Integrated Sexual and Reproductive Health Provision will remain unchanged.</p> <p>Services are open access for the whole population. Current and future service provision does and will maintain a very strict zero tolerance policy with regards to discrimination of any kind.</p>	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.	None	<p>The PH Team recently undertook a needs assessment reviewing local and national data including qualitative interviews for insight.</p> <p>Due to the nature of the service, the service also follows clinical standards and safeguarding guidelines.</p>	No	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people who require the service regardless of marriage status.	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.
Gender reassignment	<p>No Impact: The Integrated Sexual and Reproductive Health Provision will remain unchanged.</p> <p>Services are open access for the whole population. Current and future service provision does and will maintain a very</p>	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who require the service.	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of	None	The PH Team recently undertook a needs assessment reviewing local and national data including qualitative	No	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people who require the service	The service will comply with the Equality Act 2010. The service will be available equitably to meet the diverse range of people of all ages who meet the inclusion criteria of the service.

	strict zero tolerance policy with regards to discrimination of any kind.		people of all ages who meet the inclusion criteria of the service.		interviews for insight. Due to the nature of the service, the service also follows clinical standards and safeguarding guidelines.		irrespective of a person's status with regard to gender reassignment.	
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In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data (SAPHRreports@iow.gov.uk), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

Date of next review:

H. Sign-off

Head of Service/Director/Headteacher sign off & date:

Name:

Date:

Legal sign off & date:

Name:

Date: