Equality Impact Assessment (EIA) Screening

Please refer to the guidance on mySCC to help you complete this EIA Screening or speak to a member of the EIA Review Group.
Note: EIAs are published on the SCC website, so ensure content is appropriate.

An EIA helps us to demonstrate how we are meeting our statutory Public Sector Equality Duty which requires us to pay "due regard" to the impact of our decisions on people with **protected characteristics** in setting and implementing policies or developing services.

The law does not mean that no changes can be made, even if they have a negative effect on people. However, we must demonstrate that we have considered the impact that could happen and what steps we have put in place to mitigate against any negative impacts.

In addition, you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but SCC feels it is good practice to consider carefully how location may affect people's experience of a policy or service.

Details

Name of the service or policy title	Local Outbreak Control Plan
Lead officer *(responsible for the policy or service)*	Dr Mashbileg Maidrag
Officers carrying out the screening *(at least one must have done EIA training and it is recommended that an officer responsible for the policy or service is involved in the screening)*	Dr Mashbileg Maidrag
Is this new or a revision? *(If revision state when the EIA(s) for this topic had previously been done)*	New
Date this EIA screening was completed	24 July 2020

Description

What exactly is proposed? (***Briefly** describe the service/policy and the changes that are being planned)*

On 22 May 2020, the UK Government mandated that, as part of its national strategy to reduce infection from COVID-19, all Local Authorities (LAs) must develop a Local Outbreak Control Plan (LOCP), led by their Director of Public Health. SCC has developed their LOCP through multi-agency work which includes consultation with health and social care partners, council leaders, elected members through their political groups, and the health protection board.

SARS-CoV-2 is a virus which causes the COVID-19 disease. In this document, the term COVID-19 will be used throughout.

The main aim of the LOCP is to protect those with or at risk of COVID-19 from the consequences of the infection with the following specific objectives:

- To prevent spread of COVID-19 across Suffolk, specifically within high risk settings and groups (the list of high risk settings can be found on slides 28-34, and groups on slides 35-38 of the LOCP)
    - Ensuring data and surveillance systems are in place to enable intelligence-led prevention and outbreak management

- - Systematically identifying populations and settings at higher risk in terms of spread and vulnerability to the effects of COVID-19 when infected.
  - Establishing effective prevention strategies for these settings and populations.
- Early identification and proactive management of outbreaks.
- Containing and controlling the spread and severity of outbreaks.
- Clarifying roles and responsibilities for all stakeholders.
- Co-ordinating resources across partner authorities, agencies, and stakeholders at local, regional and national level.
- Demonstrating to the public and stakeholders that the plan is being effectively delivered.

Why? *(Describe the reasons for making these changes)*

COVID-19 is a global pandemic. It is also a local phenomenon in terms of transmission and outbreaks in local communities, workplaces, schools, households etc. To date the response to the virus has been nationally driven. There is now a recognition that in order to trace down the virus, a more local response is needed which can be tailored to local circumstances and needs.

What will the effect of the changes be? *(Describe what difference the changes will make on people, communities, localities etc.)*

In order to prevent the spread of the virus and manage outbreaks across different settings, cohorts, and individuals, the LOCP considers consistent approaches and principles to reach everyone in the local system no matter who they are or where they live. Prevent and Respond is the largest programme within the LOCP, and it will focus on the most vulnerable groups, individuals, and settings that provide services for these groups of people. The key area is: understanding risks and needs with regard to prevention of COVID-19 spread for care homes, schools, health settings, adult care settings, workplaces, public spaces, housing, domestic abuse refuges, Gypsy and Traveller communities, migrants, those who have no recourse to public funds, refugees and asylum seekers, Roma communities, BAME communities, those with severe mental illness and dementia, substance users, and those shielded due to underlying health conditions, disabilities and difficulties.

The needs and risks of these groups, settings, and communities are continuously assessed and any identified issues are being addressed as we implement this programme. Lockdown has exacerbated the situation of the most vulnerable. The Prevent and Respond programme of the LOCP helps to unpick issues that these groups, communities, and individuals are facing on a daily basis now, and also before and during the lockdown. The challenges for vulnerable groups, including those with protected characteristics, have been identified, and specific support and guidance is being targeted to address their needs.

How will it be implemented? *(Describe the decision making process, timescales, process for implementation)*

The work will be directed by the Local Health Protection Board in consultation with the Local Outbreak Engagement Board (which are both made up of elected leaders from across Suffolk). The LOCP implementation will be coordinated by the Suffolk Covid19 Coordination Centre (SC19CC) and its 6 workstreams/leads. Operational decisions are made by the SC19CC with frequent reporting and escalation to the Health Protection Board. The LOCP will operate for the

foreseeable future and will be reviewed periodically until a vaccine is developed and implemented.

When is it due to start? *(Planned start of new/revised policy/service)*

The LOCP was published on 1st of July 2020. It can be found on the following link
https://www.suffolk.gov.uk/assets/coronavirus/Suffolk-Local-Outbreak-Control-Plan-v0.22.pdf

Although the LOCP is already published, this EIA is intended to help inform thinking for future work streams that come out of the LOCP.

Any other relevant details *(Additional information that will help to explain your plans; may be left blank)*

Standard Operating Procedures (SOPs) have been developed for the Homeless sector, workplaces, public spaces, school settings, vulnerable groups of people/individuals, and settings that provide services to these groups. These SOPs are the backbone of the LOCP and it will be constantly updated in line with new government guidelines and changing needs of vulnerable groups/settings.

The Home But Not Alone scheme was set up in April 2020. It is a free phoneline for people who need urgent help and support during the COVID-19 pandemic. It is only for people who do not have support available from friends, family or neighbours and are struggling for food, medicines, or other essential supplies.
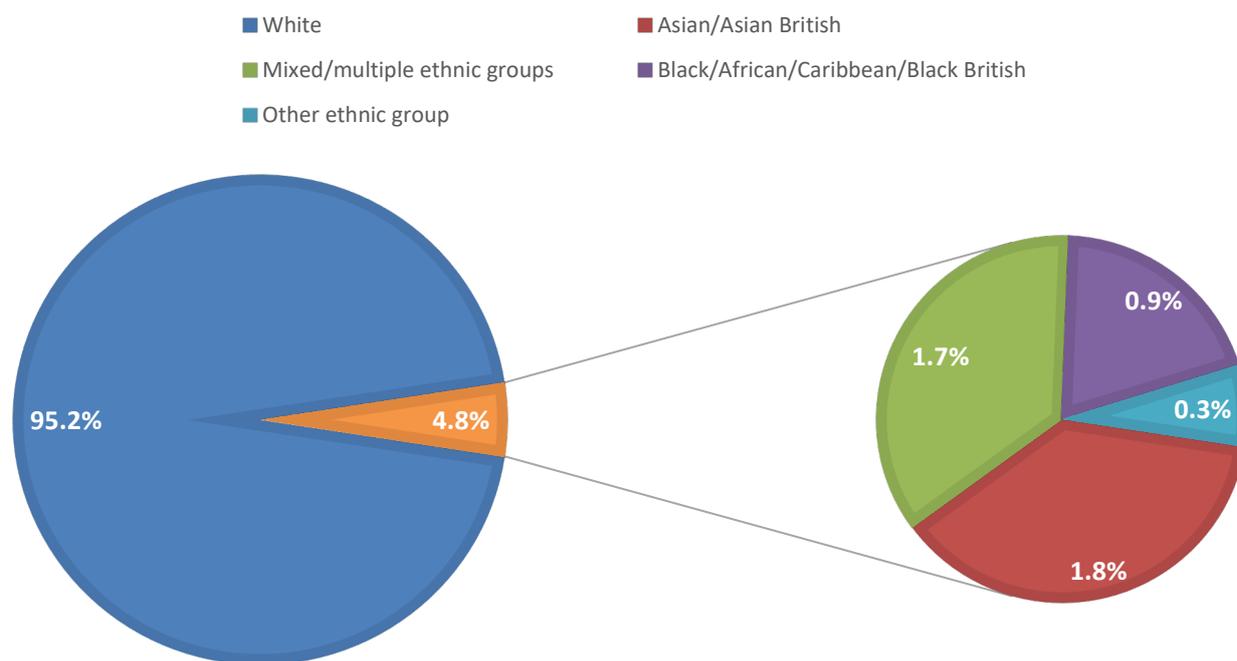
Data about the population

What is the profile of your current service users by protected characteristics? *(Where this data is available. If it is not currently available state any plans to collect this in future)*

Early national data sets and studies from other countries and the UK have already found that BAME groups, men, those over 70, pregnant women, and those with underlying health conditions are most vulnerable to COVID-19 exposure and disease once infected.

2019 ONS data shows there are 132,951 persons aged 70 and above in Suffolk, which is 17.5% of the Suffolk population.

RACE/ETHNICITY PROFILE FOR SUFFOLK

- ■ White
- ■ Asian/Asian British
- ■ Mixed/multiple ethnic groups
- ■ Black/African/Caribbean/Black British
- ■ Other ethnic group

95.2% 4.8%

1.7% 0.9% 0.3% 1.8%

Source: 2011 census

As we progress with our testing and contact tracing programme, we will be collecting data on the local population including those with protected characteristics to inform our local actions.

What demographic data and information about potential service users and the community have you used in your planning? *(A brief overview of quantitative data used and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used)* The Suffolk Observatory is a useful place to access some of this information.

We have utilised data held by the Suffolk Observatory, within the State of Suffolk 2019 report, the Director of Public Health report 2019, and other place based needs assessments 2020 which have provided demographic information about potential service users and the community.

The recent review led by Prof Fenton assessed the impact of COVID-19 on BAME groups and made specific recommendations. Our workstream leads and their ongoing work is very much focused on protecting those who are vulnerable to exposure to this virus and provides support to help them to self-isolate etc. to speed up the recovery and protect others around the exposed person.

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Implications for communities and workforce

*Describe how your plans will **specifically** affect (or not) people from each of the protected characteristics. Include information for service users and staff (if the changes affect them too) separately in each box.*

Disability

What is the impact on people with **any** disability and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	The LOCP and Prevent and Respond programme covers the whole population of Suffolk, including those with disabilities, and will identify the needs of those who are most vulnerable. Those with a disability who are exposed to the virus or contract the disease COVID-19 may have difficulties if required to self-isolate for up to 14 days unless there is support available for them to get their food shopping, medication delivery, personal care and have a normal daily routine.
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☒ Negative impact ☐ N/A ☐
If it has a positive or negative impact, please describe what this will look like.	There will be a positive impact as the ongoing work will flag up their needs, hidden challenges, and risks associated with their disability, whilst also developing a long-term plan/strategy to support this group.
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	High
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	Arrangements are in place via the Home But Not Alone provision to address any challenges to comply with self-isolation related support. Workplaces need to be aware of any implications for their workforce through risk assessment, providing support, and considering measures to limit the risks at any place of work. Promoting the Government guidance in targeted messages to this group.

Age

What is the impact on people due to their age and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	Studies show those over 70 are more vulnerable to COVID-19. This is coupled with the fact that the older population are also more likely to have underlying health conditions, and therefore need shielding. The plan could pose challenges to some older people who live alone or have no family support if they needed to shield or self-isolate. The LOCP and Prevent and Respond programme covers the whole population of Suffolk, including those who are aged 70 and above, and will identify the needs of those who are most vulnerable. Lower age ranges are less affected.

Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☒ Negative impact ☐ N/A ☐
If it has a positive or negative impact, please describe what this will look like.	There will be a positive impact as the ongoing work will flag up their needs, hidden challenges, and risks associated with their age, whilst also developing a long-term plan/strategy to support this group.
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	High
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	Arrangements are in place via the Home But Not Alone provision to address any challenges to comply with self-isolation related support. Workplaces need to be aware of any implications for their workforce through risk assessment, providing support, and considering measures to limit the risks at any place of work. Promoting the Government guidance in targeted messages to this group.
Sex (gender)	
What is the impact on people due to their gender and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	Studies from other countries and UK mortality data due to COVID-19 show more men are affected by this disease. The LOCP and Prevent and Respond programme covers the whole population of Suffolk, including men, and will identify the needs of those who are most vulnerable.
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☒ Negative impact ☐ N/A ☐
If it has a positive or negative impact, please describe what this will look like.	As we know men are at more risk we are promoting targeted messages to this group. There will be a positive impact as the ongoing work will flag up their needs, hidden challenges, and risks associated with their sex, whilst also developing a long-term plan/strategy to support this group.
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	High
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	Promoting the Government guidance in targeted messages to this group. Workplaces need to be aware of any implications for their workforce through risk assessment, providing support, and considering measures to limit the risks at any place of work.
Gender reassignment	
What is the impact on people who are transgender and what evidence do you have? **If you do not believe**	There will be no differential impact on people who are transgender.

there is any impact briefly describe why not.	
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☐ Negative impact ☐ N/A ☒
If it has a positive or negative impact, please describe what this will look like.	N/A
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	N/A
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	N/A
Sexual orientation	
What is the impact on people due to their sexual orientation and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	There will be no differential impact on people due to their sexual orientation.
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☐ Negative impact ☐ N/A ☒
If it has a positive or negative impact, please describe what this will look like.	N/A
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	N/A
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	N/A
Race	
What is the impact on people due to their race and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	There is strong evidence that some BAME groups are more at risk of COVID-19, particularly those of Black and Asian backgrounds. The LOCP and Prevent and Respond programme covers the whole population of Suffolk, including those who are from a BAME background, and will identify the needs of those who are most vulnerable.
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☒ Negative impact ☐ N/A ☐

If it has a positive or negative impact, please describe what this will look like.	As we know some communities in this group are affected more severely, a more preventative approach has been included in the LOCP, with comms work aiming to raise awareness among families, communities and workplaces. There will be a positive impact as the ongoing work will flag up their needs, hidden challenges, and risks associated with their race, whilst also developing a long-term plan/strategy to support this group.
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	High
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	Implementing the specific recommendations from the national level review that has just been completed. A specific team will be working with high risk communities and the settings they use, including workplaces, to provide advice and reassurance and specific support if any outbreaks occur. Workplaces need to be aware of any implications for their workforce, through risk assessment, providing support, and considering measures to limit the risks at any place of work. Promoting the Government guidance in targeted messages to this group. All key Government messages on preventative measures are provided in the 11 most common languages in Suffolk on the SCC website.
Religion or belief	
What is the impact on people due to their religion or belief and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	There will be no differential impact on people due to their religion or belief.
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☐ Negative impact ☐ N/A ☒
If it has a positive or negative impact, please describe what this will look like.	N/A
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	N/A
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	N/A
Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership	There will be no differential impact on people who are married or in a civil partnership.

and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☐ Negative impact ☐ N/A ☒
If it has a positive or negative impact, please describe what this will look like.	N/A
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	N/A
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	N/A
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	Pregnant women have been considered to be at high risk, but evidence is emerging that pregnant women are not at as high a risk from COVID-19 as was previously thought. The LOCP and Prevent and Respond programme covers the whole population of Suffolk, including those who pregnant, and will identify the needs of those who are most vulnerable.
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☒ Negative impact ☐ N/A ☐
If it has a positive or negative impact, please describe what this will look like.	There will be a positive impact as the ongoing work will flag up their needs, hidden challenges, and risks associated with pregnancy, whilst also developing a long-term plan/strategy to support this group.
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	Low
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	Arrangements are in place via the Home But Not Alone provision to address any challenges to comply with self-isolation related support. Workplaces need to be aware of any implications for their workforce through risk assessment, providing support, and considering measures to limit the risks at any place of work. Promoting the Government guidance in targeted messages to this group.

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Rurality

The Rural-Urban definition (DEFRA) introduced in 2004, defines urban areas as settlements of over 10,000 people. Other settlements are defined as one of three rural types: town and fringe, village or hamlet, and dispersed.

What is the impact on people who live in an urban or rural area and what evidence do you have? **If you do not believe there is any impact briefly describe why not.**	In terms of access to testing and support, this could present challenges to people who live in rural areas. However, all residents can access the NHS testing online portal.
Please select whether there is a positive or negative impact, or if there is no expected impact, select N/A	Positive impact ☐ Negative impact ☒ N/A ☐
If it has a positive or negative impact, please describe what this will look like.	Potential accessibility issues to the Test and Trace programme for those who live in rural areas.
Do you expect the extent of the impact to be low, medium or high? *(If you expect no impact put N/A)*	Low
What could be done to mitigate any **negative** impact or further promote **positive** impact? *(If you expect no impact put N/A)*	A mobile Test and Trace testing unit will be deployed when and if required in a rural area. Arrangements are in place via the Home But Not Alone provision to address any challenges to comply with self-isolation related support.

Recommendation to EIA Review Group	
In your opinion, should a full EIA be carried out for this policy or service change? *(Enter Yes or No)*	No
Briefly give your reason	The LOCP covers all potential impacts in relation to all of the population in Suffolk including those with protected characteristics.

A full EIA involves consultation with all stakeholders, which may include: actual and potential service users, community groups, staff and managers, partner agencies and trade unions.
For guidance contact the Lead for Equalities and Inclusion via EIA.mailbox@suffolk.gov.uk