

## Equality Impact Assessment (EqIA) for Policies, Procedures and Services

<b>Proposal name</b>	<b>Mental Wellbeing: Priorities and additional investment over three years</b>		
<b>Directorate</b>	Adult Social Care		
<b>Service</b>	Public Health		
<b>Responsible Officer</b>	Angela Aitken		
<b>Proposal planning start</b>	June 2021	<b>Proposal start date (due or actual date)</b>	March 2022
<b>1</b>	<b>What is the purpose of the proposal?</b>	<b>No</b>	<b>New / revision</b>
	Policy		
	Procedure		
	Guidance		
	Is this a service to customers/staff/public?	<b>Yes</b>	
	If yes, is it contracted or commissioned?	<b>Yes</b>	
	Other - give details		
<b>2</b>	<b>What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?</b>		
	<p>The aim of the proposal is to invest in improving population the wellbeing of Walsall Residents and tackle population mental wellbeing disparities by working together cohesively to deliver effective interventions that raise awareness of mental wellbeing, prevent, and enable the early detection of mental wellbeing challenges.</p> <p>Whilst interventions will be universally accessible, they will also be targeted towards those within the most economically disadvantaged situations, living in deprived neighbourhoods and/ or ethnically diverse populations, who have a disability and or who identify as LGBTQ. This will involve identifying, targeting and raising awareness on mental wellbeing towards marginalised communities in general, and in particular increasing early identification of need<sup>1</sup> amongst black and other ethnic communities.</p> <p>Walsall Public Health has secured £368,000 for one year (2021- 2022) from the Public Health England (PHE) Better Mental Health Fund. This funding is to improve population mental wellbeing inequalities across Walsall.</p> <p>This proposal is to build on the work funded by the Better Mental Health Fund (2021-2022) by utilising funds from Public Health reserves of £333,334 per year for a further 3 years (2022 – 2025) to provide sustainable improvements in population mental wellbeing.</p>		

<sup>1</sup> Codjoe, L., Barber, S., Ahuja, S., Thornicroft, G., Henderson, C., Lempp, H. and N'Danga-Koroma, J., 2021. Evidence for interventions to promote mental health and reduce stigma in Black faith communities: systematic review. Social psychiatry and psychiatric epidemiology, pp.1-17.

The initiatives being funded have been identified to meet the priorities within the developing Mental Wellbeing Strategy. The themes are as follows:

- Mental wellbeing promotion: Improve Knowledge & Understanding Wellbeing
- Mental illness prevention: Economic & Housing Challenges, Thrive Intervention Unemployment & Employment
- Community Connections: Peer Social Support, Early intervention, Bereavement Support & Talking Therapies
- Physical Health & Activity For Wellbeing

**3 Who is the proposal likely to affect?**

People in Walsall	Yes / No	Detail
All	y	<p>The aim of the proposal is to deliver interventions to improve mental wellbeing of the population, in particular amongst those experiencing the poorest mental wellbeing outcomes. The proposal will affect those experiencing the poorest outcomes, which include:</p> <ul style="list-style-type: none"> <li>• Socio-economically disadvantaged residents and those who are living in deprived neighbourhoods are at an increased risk of poor mental wellbeing, associated with socioeconomic challenges.</li> <li>• People from Black, Asian and other minority ethnic communities - have an increased risk of mental health stigma and late mental health diagnosis.</li> <li>• Men have an increased risk of suicide and are least likely to access prevention support services.</li> <li>• Speakers of other languages, due to the inability to navigate services and the impact on isolation and access to provision and networks.</li> <li>• Carers, as they have an increased risk or poorer mental wellbeing than the general population.</li> <li>• People who identify as LGBTQ struggle to access service delivered by people that understand them.</li> <li>• People with disabilities, who may struggle to access provision.</li> </ul> <p>The proposal will also affect providers from diverse populations who are actively encouraged to apply. It will enable the targeting and raising of awareness of mental wellbeing towards diverse marginalised communities to increase early</p>
Specific group/s		
Council employees		
Other (identify).		

The project will be for young people and adults across diverse populations.

		<p>identification of need<sup>2</sup>.</p> <p>Providers will apply for grants to deliver targeted interventions to reach diverse populations based on the needs identified by the groups.</p>
<b>4</b>	<p><b>Please provide service data relating to this proposal on your customer's protected characteristics.</b></p> <p>National data has identified that those in the lowest socio-economic groups are most affected by the pandemic and the mental wellbeing of these people are most likely to be affected too.</p> <p>It is estimated that 75% of the population will have transient stress, worry and upset, but no mental disorder. 15-20% of people will experience mild anxiety and persistent insomnia, and up to 5% will develop post-traumatic stress disorder or severe depression. It is difficult to identify who might be most at risk.</p> <p>We already know that the pandemic has had a disproportionate impact on certain groups, including older people and ethnic minority populations, and has exacerbated pre-existing inequalities. Tackling these issues is a top priority.</p> <p>1 in 4 adults' experience a mental health condition in any given year, and mental health conditions are the largest single cause of disability in the UK. This is therefore like to be greater in the most disadvantaged populations. As a result, Walsall is taking a targeted approach to meet the population needs.</p> <p>Around half of Walsall residents live in the most deprived 20% of neighbourhoods in England.</p> <p>Men and women from African-Caribbean communities in the UK have higher rates of post-traumatic stress disorder and suicide risk, and are more likely to be diagnosed with schizophrenia (Khan et al, 2017).</p> <p>People who identify as LGBTQ have higher rates of common mental health problems and lower wellbeing than heterosexual people (Semlyen et al, 2016).</p> <p>Children from the poorest 20% of households are four times as likely to have serious mental health difficulties by the age of 11 as those from the wealthiest 20% (Morrison Gutman et al, 2015).</p> <p>85% of older people with depression receive no NHS support (Burns, 2015).</p> <p>Black adults are the least likely ethnic group to report being in receipt of medication for mental health, or counselling, or therapy (Cabinet Office, 2018).</p> <p>Of people from the most deprived 10% of areas that were referred to talking therapies, only 35% recovered, compared to 55% of people from the least deprived areas.</p> <p>Only 40% of adults with social care needs in Walsall said they had as much social contact as they would like. Similarly, less than 30% of adult carers had as much social</p>	

<sup>2</sup> Codjoe, L., Barber, S., Ahuja, S., Thornicroft, G., Henderson, C., Lempp, H. and N'Danga-Koroma, J., 2021. Evidence for interventions to promote mental health and reduce stigma in Black faith communities: systematic review. *Social psychiatry and psychiatric epidemiology*, pp.1-17.

contact as they would like.

**5 Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).**

The proposal delivers on the Update on the action plan to address the mental wellbeing impact of Covid-19, which was presented to Cabinet – 17 March 2021, in which it was agreed that joint priorities would be set. This included the following:

- Increasing the availability of mental health first aid and suicide prevention training
- Aligning pathways to counselling services with flexibility between providers
- Securing funding for voluntary and community groups to provide local support for residents
- Ensure mental wellbeing is included in economic recovery plans
- Work with communities to develop local support for young people
- Conducting focus groups with key sections of the population (e.g. unemployed) to capture the impact of the pandemic on their lives. These are being undertaken as part of the research for the Director of Public Health Annual Report.

The work of the cell includes capturing data from residents and businesses on their experiences through Covid, providing advice and guidance on staying well and managing through the pandemic, strengthening the voluntary sector, harnessing efforts to bid for national funds for the borough, and aligning local psychological service providers to meet the changing needs of the population.

The community and voluntary groups reported that their clients were feeling isolated, anxious about job security and high fuel bills. A local survey of the local voluntary and community sector during summer 2020 highlighted that more people were using alcohol as a coping mechanism.

Partner agencies across Walsall have combined their efforts in an Incident Management Team (IMT) Cell to review the impact of Covid-19 on the borough and to oversee plans for recovery. Under the governance of this Cell, a Mental Health & Wellbeing Cell have been established. Through this group, consultation was undertaken which prioritised community connections, bereavement support.

Consultation with key partners has been undertaken for the Mental Wellbeing Strategy. Wellbeing interventions will be designed, produced by, and/or co-produced with community partners within communities.

The proposal is informed by preliminary consultation undertaken to inform the mental wellbeing strategy, and also by the proposal to secure funding from the Better Mental Wellbeing Fund to prioritise need. Contributions were received from a range of community voluntary and statutory stakeholders including:

- GP's – middle aged men have an increased risk of suicide risk need targeted support
- Public Health – input into lifestyle support, employment and business workforce

- Local business – employers need support and training to support staff wellbeing
- Walsall College - young people and staff experiencing mental wellbeing challenges
- Ethnic diversity network – diverse populations have greater mental wellbeing challenges and culturally appropriate provision is required to meet the needs
- Resilient Communities members – isolation impacting on population wellbeing
- Environmental wellbeing – Community Cohesion is a challenge. People need to understand what mental wellbeing is
- Health and wellbeing board members – Through the mental wellbeing deep dive event and individually which provided varied input into the mental wellbeing strategy
- Walsall Black Country Trust- prevention is to be prioritised
- Carers Service – carers need someone to talk to
- Mental wellbeing service users - group support is important
- Information gathered from grant proposal – poor mental wellbeing impacting diverse populations – cultural appropriate support is needed
- Equalities and Diversity team and information gather from communities
- Employment team – unemployment challenges for young people
- IMC cell – priority finance, bereavement, connections
- One Walsall Council Money Homes Jobs
- Walsall CCG – middle age men priority
- Adult Social Care – carers and older people
- Adult Social Care BME Network – cultural appropriateness in provision is essential
- West Midlands Police – let young people decide what the need
- Housing group- finance and debt advice
- Mental health community partnership – access, funding for voluntary sector sre priorities

Detailed consultation information can be provided if required.

The proposal has also been informed by the Deep Dive event on mental wellbeing and concordat consultation, which was undertaken with the Health and Wellbeing Board members and a wide range of other stakeholders.

Consultation has been commissioned from the University of Wolverhampton. The findings will help to further inform the detail on community delivery.

Evidence of need was sought through voluntary sector work, while developing grant proposals. Grant funded providers will be required to deliver their work in consultation and partnership with the community.

	<p><b>Consultation Activity</b></p> <p>Key comments raised during the consultation process are identified above which contributed and complimented the regional and national data which we have also previously provided.</p>		
6	<p><b>Concise overview of all evidence, engagement and consultation</b></p>		
	<p>The projects have been developed following a consultation with a wide range of stakeholders including: the Health and Wellbeing Board members, internal council departments within Public Health, Adult Social Care, communities, Money Homes Jobs and with strategic partners including: the voluntary sector, West Midlands Police, General Practice, the Acute and Mental Health Trust the CCG, Housing. These contributed to informing the development of the proposal which secured the better mental wellbeing funding of £368, 246. This also involved consultation with a wide range of with a diverse range of statutory and voluntary and stakeholders representing the communities.</p> <p>There is no evidence of any potential negative impact for people with protected characteristics.</p>		
7	<p><b>How may the proposal affect each protected characteristic or group? The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.</b></p>		
	<b>Affect</b>	<b>Reason</b>	<p><b>Action needed</b> No</p>
<b>Age</b>	<p>The proposal will benefit everyone but will be targeted towards those that experience the highest prevalence of mental ill health and mental health distress. This will particularly impact on:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Race</li> <li>• Sex</li> <li>• Sexual orientation</li> </ul> <p>Projects developed by providers must be accessible by diverse populations, and diverse populations are encouraged to apply for funding to meet the diverse needs of the population. Projects will be set out across Walsall Council.</p> <p>All residents will groups will be offered wellbeing plans and the diverse partners engaged in the project will actively reach the target population groups.</p> <p>Counselling and bereavement support will be located across the geography of Walsall and will be set in diverse communities and targeted toward diverse groups.</p>		
<b>Disability</b>			
<b>Gender reassignment</b>			
<b>Marriage and civil partnership</b>			
<b>Pregnancy and maternity</b>			
<b>Race</b>			
<b>Religion or belief</b>			
<b>Sex</b>			
<b>Sexual orientation</b>			
<b>Other (give detail)</b>			
<b>Further information</b>			

		<p>Mobile Wellbeing unit will have diverse staff on it and will tour Walsall engaging diverse communities.</p> <p>The project will tackle mental wellbeing stigma, equality and good relations between different groups as partners are expected to consider how they work with other groups and are required to join a No Wrong Door Partnership.</p> <p>As this proposal develops, we may find that we are impacting on other characteristics, this will be dealt with as we identify them.</p>
<b>8</b>	<b>Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.</b>	<b>No</b>
<b>9</b>	<b>Which justifiable action does the evidence, engagement and consultation feedback suggest you take?</b>	
B	<b>Adjustments needed to remove barriers or to better promote equality</b>	

<b>Action and monitoring plan</b>				
<b>Action Date</b>	<b>Action</b>	<b>Responsibility</b>	<b>Outcome Date</b>	<b>Outcome</b>
February 2022	To investigate other areas that may have had impact that we need to explore, such as speakers of other languages	Angela Aitken	April 2022	Understanding population need.
March 2022	Consultation with service users of Wellbeing Walsall, grant applicants from Better Mental Wellbeing Grant- including looking at other groups that we have not considered	Angela Aitken	April 2022	Understanding population need.
October 2021	Director Public Health Report Consultation	Joe Holding/ Angela Aitken	November 2022	Population mental wellbeing needs and challenges from communities
January 2022	Mental Wellbeing Strategy	Angela Aitken	February 2022	The approach to meeting the population needs
September 2022	Projects to include the collection of data, where	Angela Aitken	May 2025	Improved understanding of impact of provision on

	appropriate, on protected characteristics			diverse populations.
There will be action to further promote equality of mental wellbeing and the impact on diverse population of Walsall.				

Update to EqIA	
Date	Detail

**Contact us**

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