

# Equality Impact Screening of the Cardiff and Vale Adult Mental Health Charter

<b>Section/Department</b>	<b>Person Undertaking the Assessment:</b>	<b>Date of Assessment:</b>	<b>New or Existing strategy, policy, project or decision:</b>
<i>Cardiff County Council- Adult Services</i>  <i>Vale of Glamorgan County Council-Adult Services</i>  <i>Cardiff and Vale University Health Board- Mental Health Division</i>  <i>Cardiff and Vale Voluntary Sector Forum</i>	<i>The assessment was undertaken by a group of stakeholders representing all partners, and including service users and carer representatives</i>	1/2/2011	Cardiff and Vale Mental Health Charter

## 1. Describe the aims of the strategy, policy, project or decision

The Cardiff and Vale Adult Mental Health Charter provides a set of standards that mental health service users can expect from services across all mental health delivery organisations in Cardiff and the Vale of Glamorgan.

It is supported by guidance for practitioners, organisations, and commissioners and is based on recovery focussed service delivery and planning. For staff it provides one set of consistent values, making it clear what is expected from them as staff, and in turn, what they can expect from their organisations.

The aim is to use the Charter to help reshape mental health services to focus on delivering a recovery-based model of care. To drive change based around issues of service user partnership and person-centred planning

## 2. Describe the purpose of the strategy, policy, project or decision

The Charter makes a commitment for all mental health delivery organisations signing up to it, to provide recovery focussed services. This will involve significant cultural and organisational change, and will result in improved, high quality, responsive services which are concentrated on social inclusion.

This will include

- a) Increase service user partnership in planning
- b) Focus on “recovery” from mental illness
- c) Ensure service delivery is flexible, responsive and “needed”
- d) Ensure standards of service delivery across Cardiff
- e) Promote agency partnerships

### **3. Background and Context**

The need to facilitate substantial organisational change in order to deliver recovery focussed mental health services across Cardiff and the Vale of Glamorgan, was identified several years ago, and has been pushed for by the service user body.

The establishment of a multi agency Recovery Steering Group 18 months ago has facilitated several events on the topic, and the production of a Charter for Adult Mental Health Services in Cardiff and the Vale.

The Recovery Steering Group has been selected to participate in the Sainsbury Centres *Implementing Recovery Organisational Change* (ImROC) Learning Network. Using the Centres methodology for organisational change, an implementation plan is currently being developed.

The benefits of recovery focussed services have been identified by the Future Vision Coalition (July 2009)

*“If adopted successfully and comprehensively, the concept of recovery could transform mental health services and unlock the potential of thousands of people experiencing mental distress. Services should be designed to support this directly and professionals should be trained to help people to reach a better quality of life. This will mean substantial change for many organisations and individuals”*

### **4. General comments relating to each of the equality strands below:**

(Insert as bullet points, any comments which span more than one equality strand, especially if the points on all the equality strands are likely to be quite similar. This will help to avoid unnecessary duplication)

### **5. AGE**

**Could the Strategy have a differential impact due to Age?**

The Charter is centred on the delivery of person centred services, and therefore would promote the inclusion of individuals of all ages.

However, it was felt that as the Charter does not relate to child and adolescent services, the word “Adult” should be added to the title in order to make this differential clear.

The definition of adult mental health service as “any adult with mental health or substance misuse needs” will be added to the glossary.

The meeting clarified that the principles of the Charter apply to Older Peoples Mental Health Services, and that the term “Adult” includes those individuals over the age of 65years. It was recognised however, that mental health services for older people across Cardiff and the Vale of Glamorgan need to be engaged more effectively in developing the recovery implementation plan.

## **6. DISABILITY**

### **Could the Strategy have a differential impact on Disabled People?**

The Charter is centred on the delivery of person centred services, and therefore would promote the inclusion of individuals with disabilities the document is not produced in the appropriate format to meet the needs of people with sensory impairments, it would have a negative impact on this group of people.

However, we have to ensure that the document is available in Braille, large print and Easy to Read version.

Large print format is obtainable via computer print-outs.

#### **Action:**

- UHB to check with RNIB on timescales for obtaining copies in Braille
- On review of the Charter in 12 months’ time, to include an Easy to Read version to the summary of the Charter Guidance and the reason behind developing the Charter.

## **7. GENDER / GENDER RE-ASSIGNMENT**

### **Could the Strategy have a differential impact due to Gender or Gender re-assignment?**

The Charter is centred on the delivery of person centred services, and therefore would promote the inclusion of all individuals based on their needs, regardless of gender or gender reassignment

The document may have a positive impact on people who have mental health issues in terms of its impact on organisational HR policies and procedures. This would

apply not only to both male and female staff, but also to those who have undergone gender reassignment

## **8. LANGUAGE**

### **Could the Strategy have a differential impact as a result of Welsh Language or other Language issues?**

It was agreed that the full document should be translated into Welsh, and a note added to any Charter publicity indicating that the Charter itself is available in other languages (not the whole supporting document)

It was agreed to monitor any requests for copies in other languages to assess the need for translation.

## **9. RACE**

### **Could the Strategy have a differential impact on different Racial Groups?**

The Charter is centred on the delivery of person centred services, and therefore would promote the inclusion of all individuals based on their needs, regardless of their race. However, it is recognised that the concept of recovery could have less effect on certain groups of individuals because of the cultural definition of mental health.

It was agreed that within the development of the Recovery Implementation Plan, potential positive and negative differential impacts and solutions should be considered (Reference "*Social Difference*" document in order to inform contact with each group affected)

There could be a negative impact on those who have language barriers, unless interpretation or translation is provided.

## **10. RELIGION/BELIEF**

### **Could the Strategy have a differential impact due to a person's Religion or Belief?**

The Charter is centred on the delivery of person centred services, and therefore would promote the inclusion of all individuals based on their needs, regardless of their religion or belief system.

The religious beliefs of BME people may make them view mental health from a different perspective, hence rendering the document having a differential impact on people with particular religious beliefs.

## **11. SEXUAL ORIENTATION**

## **Could the Strategy have a differential impact due to Sexual Orientation?**

The Charter is centred on the delivery of person centred services, and therefore would promote the inclusion of all individuals based on their needs, regardless of their sexual orientation

Lesbian, Gay & Bisexual [LGB] people face a double stigma of society's prejudicial attitudes towards both mental health issues and people who identify as lesbian, gay or bi-sexual.

The Charter should have a positive impact on LGB service users as the document revolves around person-centered planning and service user partnership.

.(*"Double Stigma", "Count me in", and "Being the Gay One"* were referenced during the discussions and added as references to the Charter.)

## **12. HUMAN RIGHTS**

### **Could the Strategy have an adverse impact based upon Human Rights?**

A human rights perspective underpins the whole document  
Even if people are detained under Mental Health Act, they should still be given a choice. Those who do not have the mental capacity to make decisions should also be given the right to make choices. The person centred approach of the Charter supports this.

## **13. Summary of Equality Impact Assessment Initial Screening**

### **Could the Strategy have a differential impact upon people because of their age, disability, gender/gender re-assignment, language, race, religion/belief, sexual orientation or human rights?**

Actions arising from the above assessment will be built into the over-arching Action Plan for the Recovery Charter.

We have identified a range of actions to improve the implementation of this strategy, policy, project or decision, as attached.

As a result, we believe that this screening has satisfied the requirements of an equality impact assessment.

## Equality Impact Assessment Initial Screening Completed By:

Name: The Recovery Steering Group - Screening Facilitated by Keithley Wilkinson ( Equality Advisor, cardiff and Vale University health Board)

(Screening tool completed by Eleri probert (Service Development Manager, Cardiff and Vale University health Board, on behalf of the Steering Group)

Service Area: Mental Health Services

Date Completed: 18/4/2011 ams 12 5 11

Signed:

## Actions/Tasks Identified through the Initial Screening - XXXXXXXXXXXX PQA/Strategy/Policy

Issue	Action/Task	Lead Officer	Timescale	Resource Implications	Comments
<p>Authorised By: (Name of relevant Chief Officer)</p> <p>How will these be monitored? (Briefly list monitoring arrangements)</p> <p>How and where will this be published? On the Cardiff Council website</p>					