

**EQUALITY IMPACT ASSESSMENT
PART 1 – INITIAL SCREENING**

1. Name of the 'Policy' being assessed?	Community Sexual & Reproductive Health (SRH) service model review
2. Names of persons responsible for carrying out the assessment?	Catharine Moniz, matron. Emily Mabonga, GUM consultant
3. Describe the main aim, objective and intended outcomes of the policy. You should be clear about the policy proposal: what do you hope to achieve by it? Who will benefit from it?	<p>To provide:</p> <ul style="list-style-type: none"> • Consistent, accessible services with opening hours that are well publicised, clear and easy to remember. • Clinics that are sufficiently staffed to reduce risk of long waits or being turned away because the clinic has reached capacity. • a new service model that incorporates e- testing • a service model that meets service specification and is delivered within the financial envelope <p>Overall it is expected that the proposed changes will increase access to the SRH service and improve patient experience through:</p> <ul style="list-style-type: none"> • Reducing the likelihood of clinics closing before the advertised time due to reaching capacity • Reducing waiting times and the number of patients being turned away by increasing staffing capacity during opening hours • Establishing an early morning clinic to increase choice of access • Increasing support for staff by ensuring the consistent presence of a senior clinician, increasing the number of staff on shift at one time, and ensuring a greater skill mix amongst staff on shift.

	<p>It is also hoped that the e-testing service and triage will help to ensure that patients are seen by an appropriate clinician or signposted to an appropriate service or encouraged and empowered to undertake self-management if that is an appropriate pathway.</p> <p>Notwithstanding the overall positive impact outlined above, the proposed changes in hours will mean that there will no longer be an outreach offer available for young people from Sydenham Green Group Practice.</p>
<p>4. Who does this policy involve and affect? Consider both the internal and external aspects e.g. who will implement this and who might it affect e.g. patients, users, employees. Etc.</p>	<p>Implementation: Community sexual health service</p> <p>Affects:</p> <p>Patients/service users</p> <p>GPs</p> <p>Organisations that work with young people</p> <p>Staff</p>
<p>5. Will the policy have a negative impact on any groups?</p>	<p>Potentially yes, for those patients who attend Sydenham Green clinic as initially despite publicity they may not have realised the clinic has closed.</p> <p>Appendix 1 shows the numbers of young people, their gender and ethnicity and these figures indicate that percentage wise more young females attend Sydenham than the other clinics but more young men attend the other clinics than Sydenham. For the under 20's the percentage of clinic attendances is about equal for all the clinics, including Sydenham.</p> <p>In terms of ethnicity the percentage of BME groups attending Sydenham is higher than at the other clinics. But when examined further the breakdown by ethnicity shows other differences e.g. the other clinics have a higher</p>

	<p>percentage of Africans attending than happens at Sydenham and Sydenham has a higher percentage of patients of Caribbean descent.</p> <p>The percentage breakdown of attendees at the SRH clinics shows that there is a higher percentage of BME patients attend SRH clinics than is reflected in the Lewisham ethnicity statistics. Also, young people who attend Sydenham clinic also attend other clinics depending on which day of the week they wish to attend a SRH clinic. This would indicate that the closing of Sydenham clinic should not have a negative impact on any particular group.</p> <p>The opening of the Waldron clinic an hour later in the morning on Monday, Tuesday and Thursday may mean that initially people turn up not realising that the clinic opening time has altered. Whatever time the clinic opens there are always people outside waiting. It is not anticipated that this will have a negative impact on any particular group and it is hoped that the earlier opening time on a Friday morning will help people who would like to attend clinic before going off for their day's commitments.</p>
<p>6. Which of the following protected characteristic groups may be disadvantaged / experience negative impact?</p> <ul style="list-style-type: none"> <input type="checkbox"/> Age 	<p>Potentially as Sydenham Green clinic is for under 25's it will impact on those under 25 but it is envisaged that the change of staff hours to ensure that there is a consistent number of staff on throughout the clinics' opening times thus reducing the need to close clinics before the advertised closing times. All young people under the age of 17 or with vulnerabilities will continue to be fast tracked in whichever clinic they attend and will not be turned away.</p>

<ul style="list-style-type: none"> <input type="checkbox"/> Disability <input type="checkbox"/> Gender Re-assignment <input type="checkbox"/> Pregnancy/maternity <input type="checkbox"/> Race <input type="checkbox"/> Religion/Belief <input type="checkbox"/> Sex <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Marriage & Civil Partnership Other (e.g. refugees, behavioural difficulties) 	<p>Anecdotal and attendance evidence supplied by the outreach team and the specialist young peoples' nurses is that young people will attend whichever clinic they can get to on the day that they want to attend clinic</p> <p>Potentially if under 25 and currently attend Sydenham Green</p> <p>No</p> <p>No</p> <p>No. As discussed in 5 above the breakdown of ethnicity in all the clinics indicates that no particular group would be affected as patients tend to attend whichever clinic is most convenient for them that day.</p> <p>No</p> <p>No. There is a higher percentage of males attending the other clinics than Sydenham.</p> <p>No</p> <p>No</p> <p>Potentially if under 25 and currently attend Sydenham Green. Outreach nurses usually make arrangements to see those with vulnerabilities who are referred by other agencies at a mutually convenient time and clinic.</p>
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<p>7. What research data / evidence do you have to support your conclusions and how has this been collected?</p>	<p>A survey was carried out with young people attending the Sydenham Green and Downham outreach sites. Patients were surveyed over 4 weeks. The results supported the conclusion that the service changes would not have a negative impact on service users, showing that:</p> <ul style="list-style-type: none"> • The majority of patients at Sydenham Green had attended other sexual health clinics in Lewisham or in neighboring boroughs in the past • The majority of patients travelled to the clinics by bus • The majority of patients said that they would attend Downham Health Centre if they couldn't attend Sydenham Green, followed by the Waldron Health Centre. <p>The full survey results are included in appendix 3.</p> <p>Other evidence analysed included:</p> <ul style="list-style-type: none"> • Attendance by clinic and L.A. of residence 2017/18 data for whole year across the service (appendix 1) • Analysis of postcode data of users of Sydenham Green for Q.3, 2017 (appendix 2) • Snapshot analysis of attendances at Sydenham Green clinic site (appendix 4) • Anecdotal evidence from our young people's outreach nurses
<p>8. Have you engaged and consulted those people who might be affected by the policy?</p>	<p>A survey of service users attending Downham and Sydenham Green under 25's clinics commenced on Tuesday, 8th May for four weeks.</p>

	<p>Informal staff meetings have been held for nurses, HCA's and admin as all this staff will be affected by changes. A full staff consultation will commence in July.</p>
<p>9. If the policy positively promotes equality please explain how</p>	<p>n/a</p>
<p>10. From the screening process do you consider the policy will have a positive or negative impact on equality groups? Please rate the level of impact* and summarise the reason for your decision.</p>	<p>The policy is likely to initially have a medium to low positive impact i.e. moderately to unlikely to promote equality of opportunity and good relations.</p> <p>Overall the proposed changes are expected to have a positive impact through increasing the choice and opportunity of access to the SRH service, and improving patient experience.</p> <p>This positive impact will be achieved through:</p> <ul style="list-style-type: none"> • Reducing the likelihood of clinics closing before the advertised time due to reaching capacity • Reducing waiting times and the number of patients being turned away by increasing staffing capacity during opening hours • Establishing an early morning clinic to increase choice of access • Increasing support for staff by ensuring the consistent presence of a senior clinician, increasing the number of staff on shift at one time, and ensuring a greater skill mix amongst staff on shift. <p>This proposal will not reduce the total hours that staff provide clinical services for patients, but will simply concentrate staff time within shorter opening hours, so that staffing is at full capacity whenever the clinic is open.</p>

Removing the clinical offer from Sydenham Green Group Practice will have less of an impact on patients than removing the equivalent service from Downham Health and Leisure Centre, for the following reasons:

1. There are excellent transport links to Catford and New Cross from Lower and Upper Sydenham, whereas the Downham site is more isolated in the south of the borough. The Waldron Health Centre, Hawstead Road Centre and Downham Leisure Centre provide coverage of the north, south and centre of Lewisham, ensuring that there is still a good geographical coverage of services across the borough.
2. Data on attendances shows that the majority of young people that use the outreach offer at Sydenham Green also attend other SRH clinics across the borough, and so the assumption is that they can continue to do so. This was reinforced by the results of the patient survey (outlined below).
3. Attendance at the Sydenham Green outreach clinic is lower than at any other clinic.
4. The Young People's Health and Wellbeing Service, delivered by Compass, is now operating from the TNG Youth and Community Centre in Sydenham every Wednesday evening, offering a full level 1 and 2 sexual and reproductive health service. This means that there will continue to be young person-focused provision in that part of the borough.

Initially the impact may be seen by some patients in a negative light, for example when they attend a service without awareness of the new opening

	<p>hours, but the benefits to all patients will be of a more consistent and reliable service.</p> <p>There may initially be a negative impact on the under 25's who attend Sydenham Green clinic not realising it has closed but we will mitigate this with signposting to other clinics that will be better staffed and able to see and follow up young people.</p> <p>Under 16's will continue to be fast tracked in all of Lewisham's sexual health clinics.</p>
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***Positive: High/Medium/Low**

(High - highly; Medium - moderately likely to promote; Low - unlikely to promote)

***Negative: High/Medium/Low**

(High - highly likely to have a negative impact on equality of opportunity and good relations; Medium - moderately likely to have; Low – likely to have little impact)

*Neutral: High - highly likely to have neither a positive nor a negative impact.

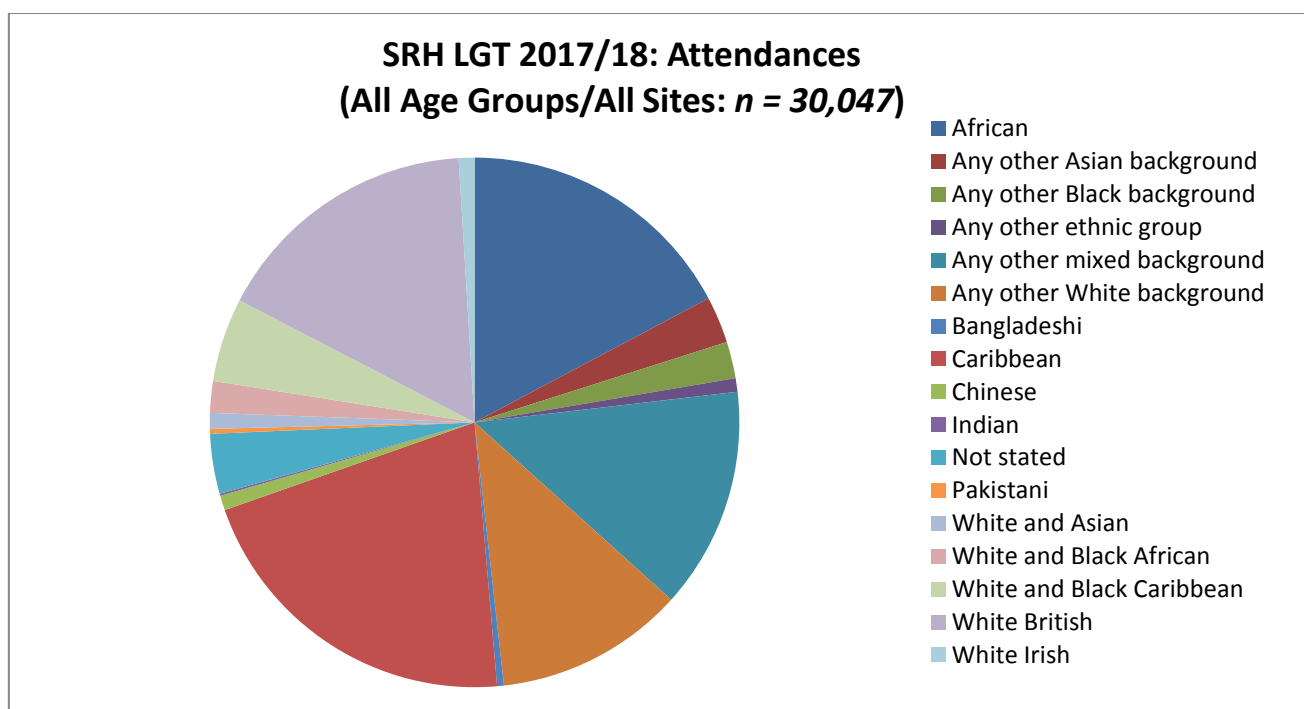
Date completed:2nd May, 2018..... Signed C.Moniz.....

Print namesCatharine Moniz.....

Appendix 1: 2017/18 Attendances at LGT SRH Services

- Total SRH Attendances = 30,047 (73.3% Female // 26.7% Male)
 - Under 20s = 3850 (12.8%)
 - 82% Female // 18% Male
 - 20 – 24s = 8361 (27.8%)
 - 74.2% Female // 25.8% Male
- Total SRH Attendances by Ethnicity

Ethnicity	% of Total Attendance
African	17.24%
Any other Asian background	2.85%
Any other Black background	2.24%
Any other ethnic group	0.83%
Any other mixed background	13.52%
Any other White background	11.55%
Bangladeshi	0.42%
Caribbean	20.98%
Chinese	0.90%
Indian	0.13%
Not stated	3.65%
Pakistani	0.30%
White and Asian	0.96%
White and Black African	1.93%
White and Black Caribbean	5.12%
White British	16.41%
White Irish	0.96%

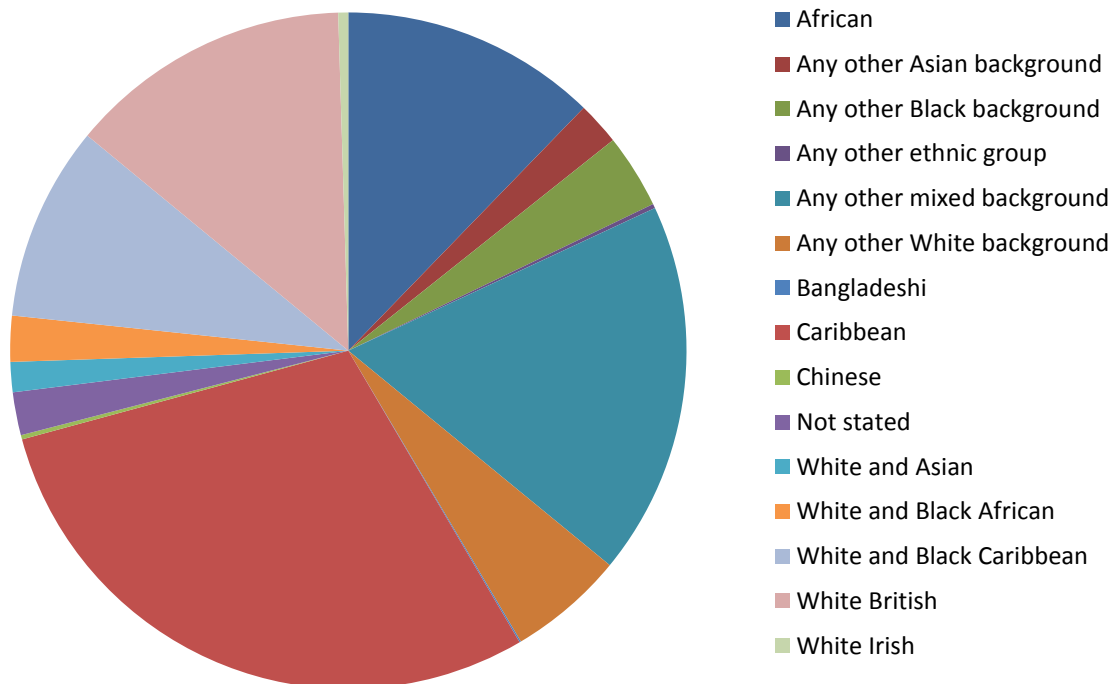


- Sydenham Attendances = 1,461 (75.77% Female // 24.23% Male)

- Under 20s = 623 (42.6%)
 - 82.7% Female // 17.3% Male
- 20 -24s = 820 (56.1%)
 - 71% Female // 29% Male

Ethnicity	% of Sydenham Attendance 2017/18
African	12.25%
Any other Asian background	2.05%
Any other Black background	3.56%
Any other ethnic group	0.21%
Any other mixed background	17.86%
Any other White background	5.54%
Bangladeshi	0.07%
Caribbean	29.23%
Chinese	0.21%
Not stated	2.05%
White and Asian	1.44%
White and Black African	2.19%
White and Black Caribbean	9.31%
White British	13.55%
White Irish	0.48%

SRH LGT Sydenham 2017/18: Attendances: *n* = 1,461)



Appendix 2: 2017/18 Attendances at Sydenham Green Outreach Clinic

- Sydenham Attendances 2017/18 by Local Authority of Residence
 - 78.23% of Sydenham Attendances made by Lewisham Residents
 - 16.77% of Sydenham Attendances made by Sydenham Ward Residents

LA of Residence with Ward	No. Attendances @ Sydenham
Bexley	0.41%
Bromley	7.87%
Broxtowe	0.07%
Camden	0.07%
Castle Point	0.07%
Croydon	3.08%
Ealing	0.07%
Gloucester	0.07%
Greenwich	1.78%
Hackney	0.07%
Hammersmith and Fulham	0.14%
Havering	0.07%
Lambeth	1.10%
Lewisham	78.23%
Bellingham	17.93%
Blackheath	0.96%
Brockley	1.10%
Catford South	1.85%
Crofton Park	4.18%
Downham	3.42%
Evelyn	0.75%
Forest Hill	6.23%
Grove Park	2.05%
Ladywell	1.37%
Lee Green	1.23%
Lewisham Central	2.19%
New Cross	0.82%
Perry Vale	10.95%
Rushey Green	2.33%
Sydenham	16.77%
Telegraph Hill	1.03%
Whitefoot	3.08%
Medway	0.14%
Merton	0.14%
Newham	0.27%
Portsmouth	0.07%
Redbridge	0.14%
Reigate and Banstead	0.07%
Southwark	3.56%
Swale	0.07%

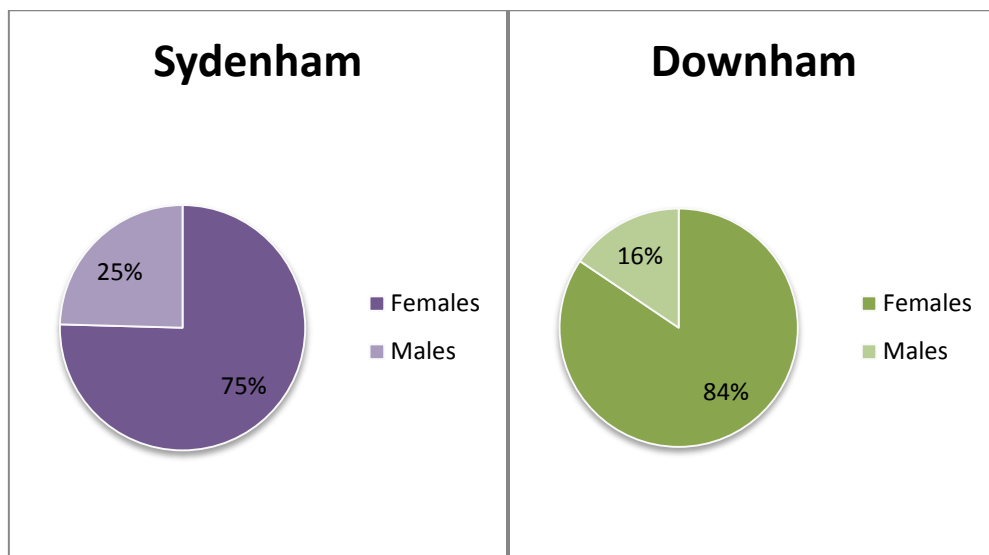
Swindon	0.07%
Tandridge	0.14%
Unknown	1.44%
Wandsworth	0.62%
Welwyn Hatfield	0.21%
Total	100.00%

Appendix 3: Patient survey results May – June 2018

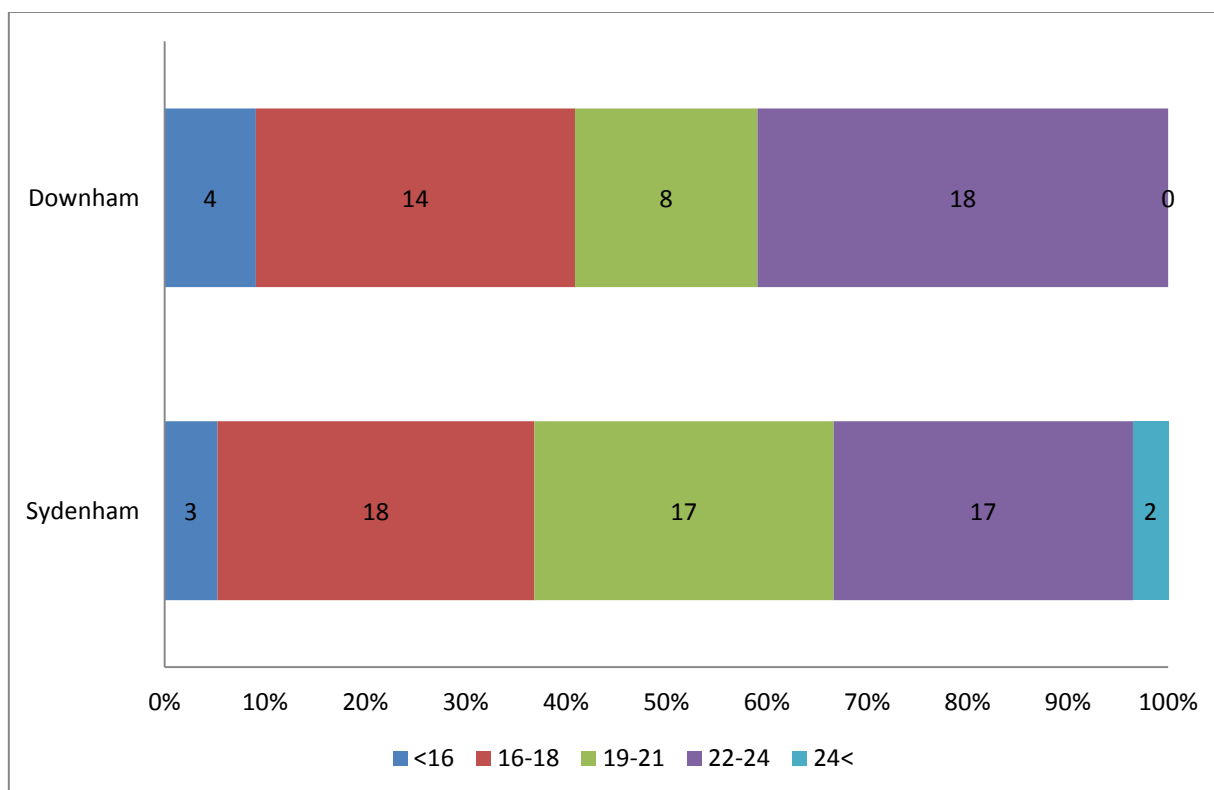
Results of the recent survey completed with patients attending Sydenham (8th, 21st, 22nd and 29th May 2018) and Downham (9th, 10th, 16th and 17th May 2018).

	Total responded
Sydenham	57
Downham	45

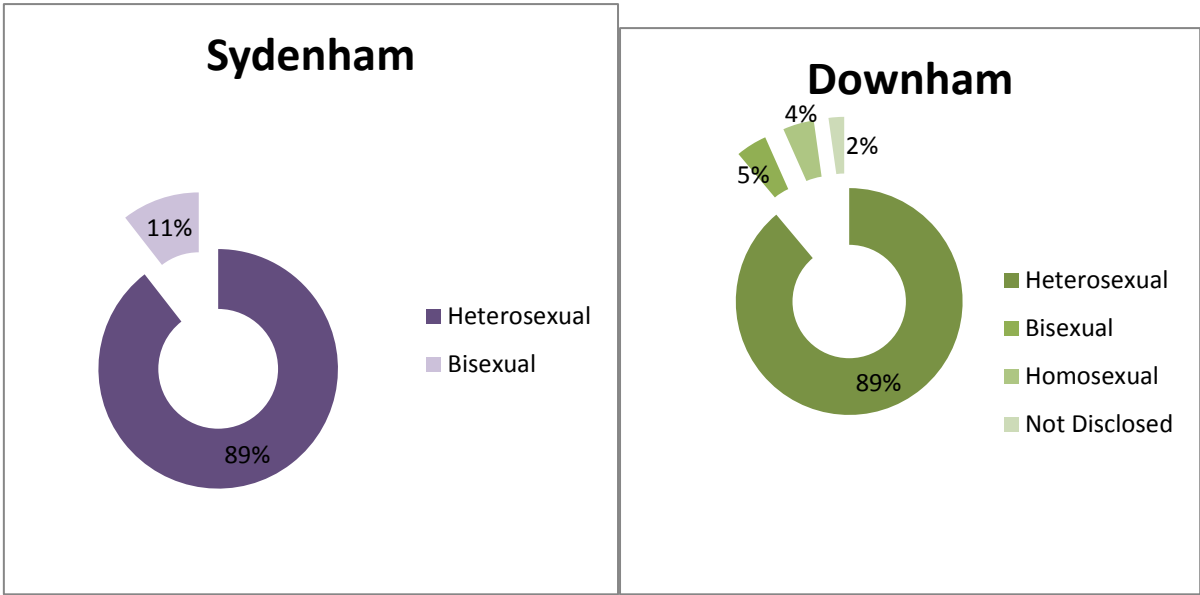
What's **male/female split** for clients attending Sydenham and Downham?



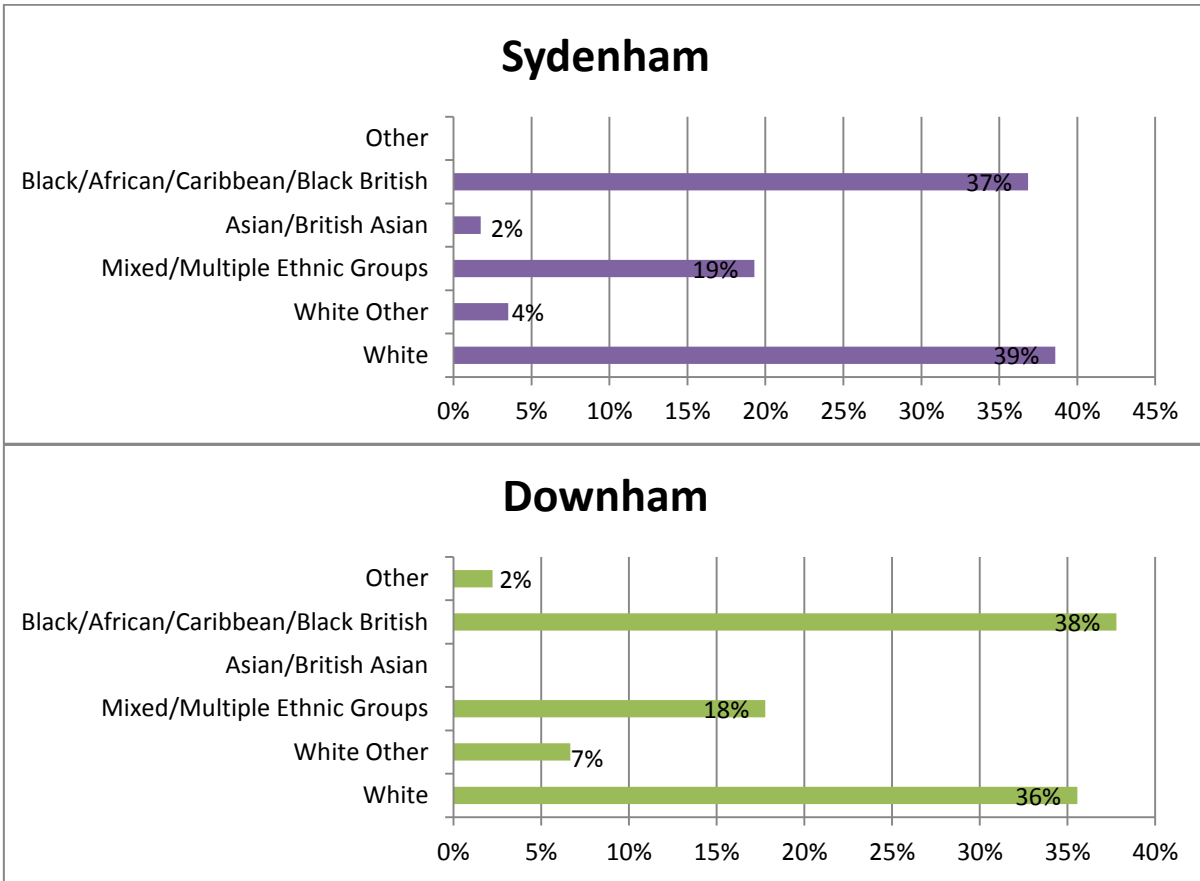
What's the **age profile** for clients attending Sydenham and Downham?



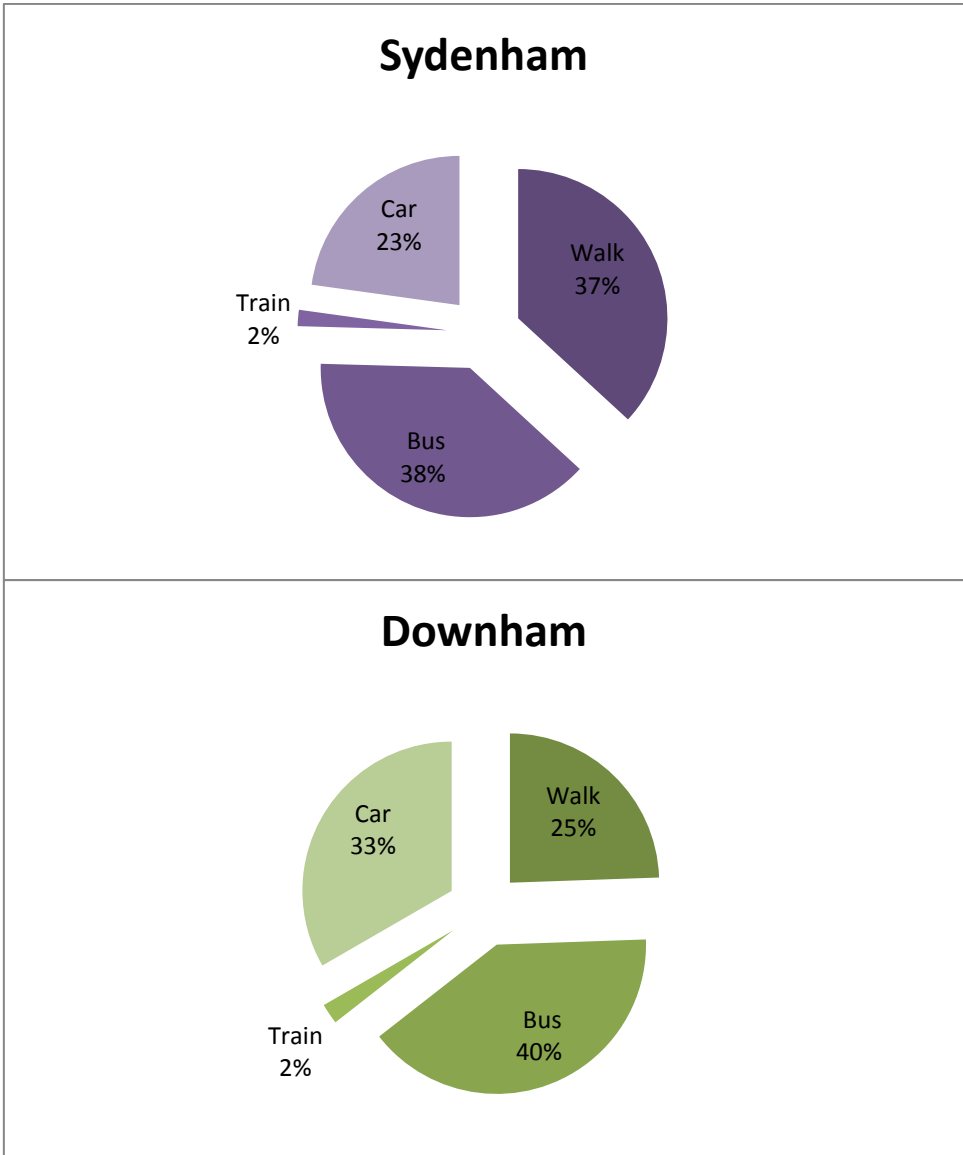
What are the **sexualities** of the people attending?



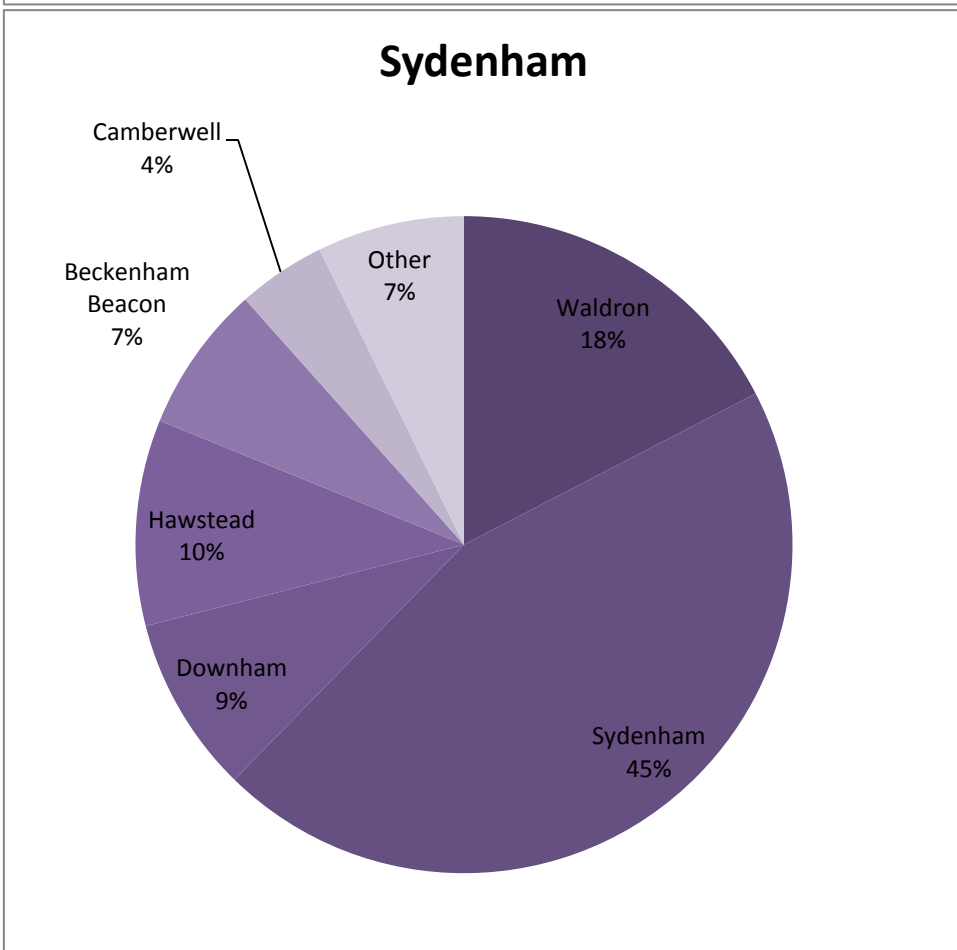
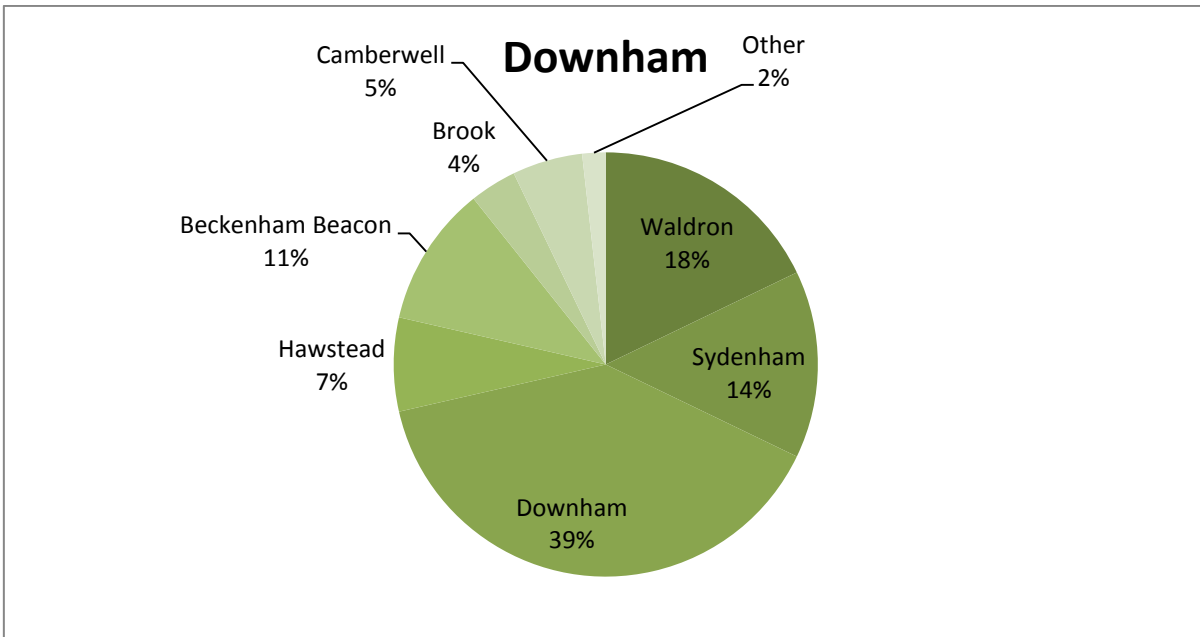
What are the **ethnic identities** of people attending Sydenham or Downham?



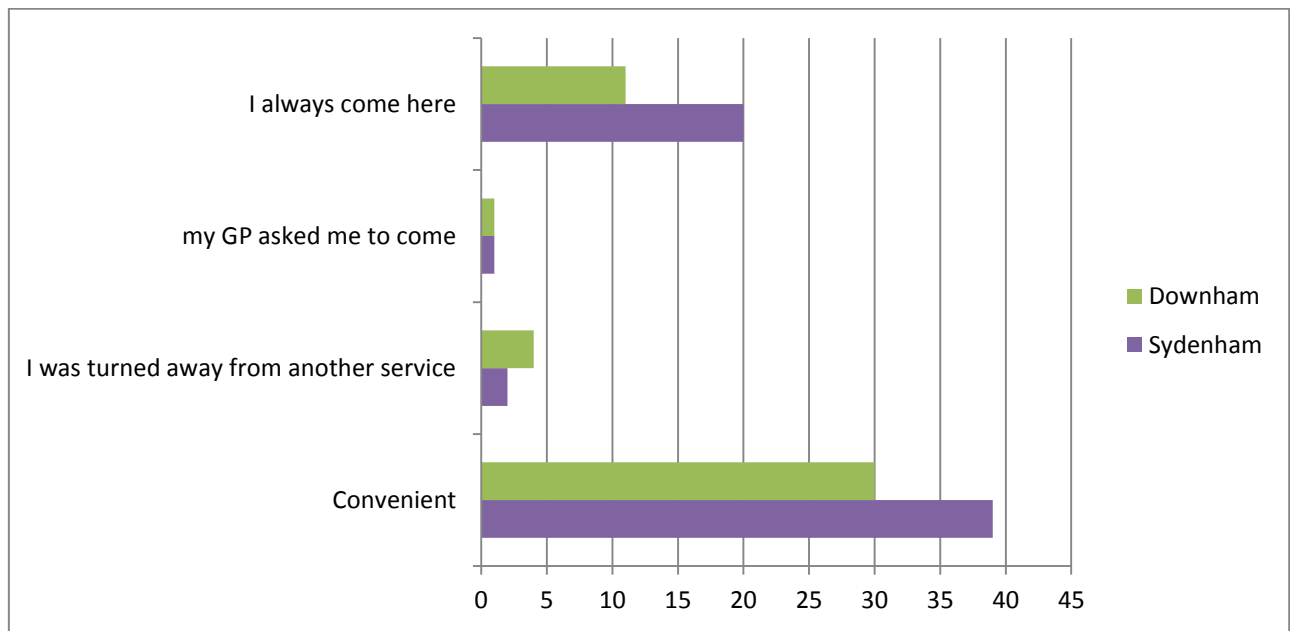
How did people **travel** to Sydenham or Downham?



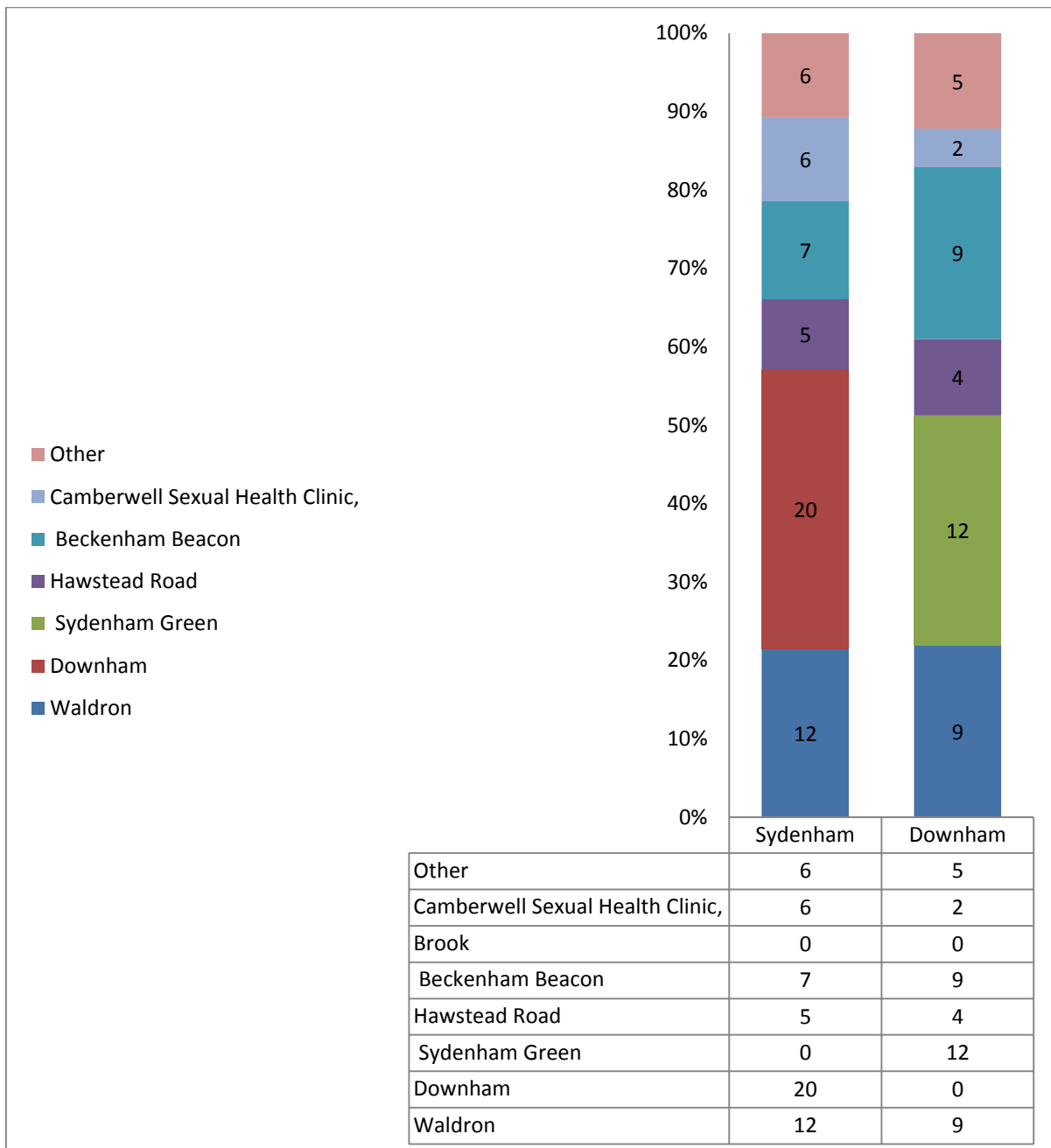
What clinics have people **attended in the past**? – more than one answer allowed



Why did clients choose **that clinic** on that day?



If clients hadn't gone to a particular clinic, **where would they go?** – more than one answer allowed



The majority of patients attending Sydenham would attend Downham as an alternative clinic

The majority of patients attending Downham will attend Sydenham as an alternative clinic

	Sydenham (n=57)	Downham (n=45)
Downham	35% (20)	-
Sydenham	-	27% (12)
Waldron	21% (12)	20% (9)
Beckenham Beacon	12% (7)	20% (9)
Hawstead Road	9% (5)	9% (4)
Camberwell	10% (6)	4% (2)
Brook	0	0
Other	10% (6)	11% (5)
Not answered	12% (7)	11% (5)

Appendix 4: Snapshot analysis of attendances at Sydenham Green clinic site

Sydenham Green Clinic (under 19's) Snapshot analysis quarter three 2017-18								
Date	Total Numbers Seen	Number under 19 years seen	Female	Male	Attendance at another Lewisham clinic	Identified safeguarding concerns	postcode	Age
2nd October	17	5	14	3	Waldron	Safeguarding alert on records, has 10-month-old baby, history of self-harm	SE4	18
					Downham		SE6	18
							SE15	15
							BR2	18
							SE9	17
3rd October	11	2				Looked after child, fostered in Lewisham. Child protection plan	E6	15
							SE6	17
9th October	15	3	12	3		In care for several months last year, previous CAMHs involvement	SE4	16
							B3	16
							BR1	16
10th October	10	3	7	3		history mental health problems	SE26	17
							SE26	18
							SE6	18
16th October	16	10	15	1		bullied	BR3	16
						Untreated STI	SE23	17
					Hawstead Rd		SE25	17
							SE12	17
							BR1	17
							SE6	16
							SE8	18
							SE8	17
						Looked after child	BR3	17
					Hawstead Rd		SE26	16

17 th October	15	2	12	3		Termination of pregnancy	SE23	17
							DA5	17
Sydenham Green Clinic (under 19's) Snapshot analysis quarter three 2017-18								
Date	Total Numbers Seen	Number of under 19's seen	Female	Male	Attended another Lewisham clinic	Identified safeguarding concerns	Postcode	Age
23 rd October	15	3	12	3			SE6	17
							SE6	18
							SE6	17
24 th October	13	3	12	1			SE6	17
							SE26	17
						Safeguarding alert, raped aged 13, by 16yr old she met on internet. Self-harm	SE26	15
30 th October	14	3	12	2		Safeguard alert, LAC	E6	15
						Alert, vulnerable, under family nurse partnership	SE26	17
					Downham Hawstead Rd		BR1	17
31 st October	11	2	9	2			BR3	16
						Safeguarding alert MSM	SE26	18
6 th November	11	2	9	2	Hawstead Rd		SE6	18
							SE12	18
7 th November	11	4	7	4			SE23	16
					Waldron		SE23	16
							SE10	14
							SE10	15
13 th November	16	8	15	1		Safeguard alert, CPP	E6	15
					Downham		SE9	18
							SE9	18
							BR3	18
							SE4	17
							SE26	17
							SE15	16
						Safeguarding alert, LAC, CPP	SE13	18
14 th November	15	4	14	1		Social worker in past	SE14	15

						CPP, LAC	E6	15
							SE15	18
					Waldron	Vulnerable YP, mental health problems	SE26	15
Sydenham Green Clinic (under 25's) Snapshot analysis quarter three 2017-18								
Date	Total Numbers Seen	Number of under 19's seen	Female	MALE	Attended another Lewisham clinic	Identified safeguarding concerns	postcode	Age
20 th November	17	4					SE26	17
							SE26	18
					Downham		SE9	18
							SE9	18
21 ST November								
21 ST November	13	6	12	1	Hawstead Rd	Vulnerable YP, LAC	SE4	18
					Downham & Hawstead Rd		SE8	18
					Downham		SE9	18
					Waldron		SE6	18
					Downham		BR3	18
						Vulnerable YP, self- harm	SW2	18
27 th November								
27 th November		5				Mental health	SE23	17
							SE6	17
					Downham & Waldron	Mental health	SE6	18
						Safeguarding alert, referred Bromley CSC & police, CSA, boyfriend in prison for stabbing offence	BR5	17
							SE20	17
28 th November								
28 th November	12	4	9	3	Downham		SE23	18
							SE23	17
							SE26	18
						Vulnerable, difficulty recognising consequences of behaviour	SE13	17
4 th December								
4 th December	12	2	10	2			SE26	18
							SE26	17

5 th December	6	2	5	1		Safeguarding alert, LAC, now in hostel	SE23	18
							SE16	16
								17
							SE6	17
Sydenham Green Clinic (under 19's) Snapshot analysis quarter three 2017-18								
Date	Total Numbers Seen	Number of under 19's seen	Female	Male	Attended another Lewisham clinic	Identified safeguarding concern	Postcode	Age
11 TH December	10	7	7	3		History of self-harm	SE27	18
							BR3	17
							SE23	16
							SE26	18
							SE26	16
						History of self-harm	SE26	15
							BR1	16
12TH December								
12 TH December	11	4	8	3		Safeguarding alert, LAC	SE23	18
							SE26	18
							SE6	17
							SE6	17
18th December								
18 th December	12	5	8	4			SE26	17
						Safeguarding alert CPP, sexual exploitation, attended with social worker	SE26	16
							SE4	17
						NEET, alcohol issues, self-harm	SE13	18
							SE6	17
19th December								
19 th December	9	4	7	2			SE23	17
							DA5	17
							SE13	18
							DA15	18
25th December & 26th December closed								