

## **Future Fit Seldom Heard Groups, equalities impacts and activity planning**

### **1.0 Background**

This document outlines our approach and planning to reaching seldom heard groups during the Future Fit consultation. This is a 'living' document. It was first developed at the pre-consultation stage and was informed by the consultation communications and engagement strategy and plan. It has therefore also been informed by the collation of data held in documentation produced prior to the start of consultation, which in turn was informed by workshops with clinicians, members of the public, patients and those representing our identified 'health inclusion groups'.

This plan to reach seldom heard groups and pay due regard to equalities impacts is therefore frequently updated as we progress through consultation. It has recently been through a mid point of consultation refresh to inform detailed engagement activity for the remainder of the consultation period. This refresh follows the programme's planned quality assurance process, the mid-point Future Fit Programme Board meeting and subsequent discussion with the Joint Health Overview and Scrutiny Committee of Shropshire and Telford & Wrekin Councils and Powys Community Health Council, both of which took place on 30 July 2018.

### **2.0 Health inclusion groups including the nine protected characteristics**

In addition to the nine protected characteristics, our stakeholder mapping also includes a focus on the additional groups as agreed at previous Future Fit Programme Board meetings:

- Deprivation
- Rurality
- Welsh Language speakers (and non-English first language speakers)
- Carers.

In addition, in discussions with partners, GPs and clinicians and the voluntary, community and social enterprise sector (VCSE), we have now identified further groups that merited specific interactions, including the military and their families and those affected by drug and alcohol use.

### **3.0 Stakeholder mapping with partners**

Engagement activity and planning was informed prior to the start of the consultation by the formation of a number of groups and informal networks of informed organisations. All of our activity continues to be informed by these groups as we progress through consultation and undertake the decision making process post-consultation. These groups include:

- Future Fit Stakeholder Reference Group (SRG)
- Future Fit SRG cluster areas task and finish groups (Telford & Wrekin, Shropshire and mid Wales)
- VCSE, including Voluntary and Community Sector Association (Shropshire, Telford & Wrekin), Rural Communities Council (Shropshire, Telford & Wrekin), Impact AAS (Telford & Wrekin), Powys Association of Voluntary Organisations (PAVO)

### **4.0 Equality Impact Analysis**

It is important to record that a genuine and systematic assessment of how significant changes such as those proposed by the Pre Consultation Business Case (PCBC) will impact on protected characteristic groups and your duties towards them.

The Equality and Human Rights Commission advises that this analysis:

- has the buy-in of senior staff;
- draws on relevant equality information and the results of engagement activity;
- requires decision makers to consider taking steps to mitigate adverse impacts where they have been identified;
- documents how information about the actual impact of the policy will be used to review the policy in future.

Our method reflects the guidance identified above and ensures that the requirements of the Public Sector Equality Duties and the Equality Act regarding engagement and involvement are met. The process for the potential options has been informed throughout by the priorities for local communities.

## **5.0 Pre-consultation analysis of equalities impacts and Public Sector Equalities Duties**

Prior to the start of consultation a number of key documents were produced and published at [www.nhsfuturefit.org](http://www.nhsfuturefit.org) These documents have been informed by analysing equality effects for the local population and in particular for those characteristics protected under the 2010 Equality Act. This document seeks to collate and build on the evidence analysis from these previous reports. These include:

- Future Fit Integrated Impact Assessment (November 2016)
- Future Fit Integrated Impact Assessment: Additional analysis of potential impacts to Women and Children’s services (July 2017)
- Future Fit Protected Characteristics Engagement Report (June 2015)
- Future Fit Pre-Consultation Engagement Report (April 2018)
- Public Consultation Document (30 May 2018 to 4 September 2018)
- Future Fit Public Consultation survey (word) (May 2018)
- Making the Case for Change / the Clinical Model (2014)
- Pre Consultation Business Case (November 2017)
- The Case for Change (2014)
- Facts & Figures – Health & Wellbeing JSNA Key Messages for Telford and Wrekin
- Powys Health and Care Strategy 2017 – 2027 18 March 2018: Delivering the vision discharging our duties in relation to the Joint Area Plan

## **6.0 Legislation and guidance on consultation**

There is a legal duty on NHS organisations to involve patients and the public in the planning of service provision, the development of proposals for change and decisions about how services operate:

- Section 242, of the NHS Act 2006, places a duty on the NHS to make arrangements to involve patients and the public in planning services, developing and considering proposals for changes in the way services are provided and decisions to be made that affect how those services operate.
- Section 244 requires NHS bodies to consult relevant OSCs on any proposals for substantial variations or substantial developments of health services. This duty is additional to the duty of involvement under section 242 (which applies to patients and the public rather than to OSCs).
- The NHS Act 2012, introduced a new duty on the Secretary of State, NHS England and clinical commissioning groups to ‘have regard to the need to reduce inequalities’ in access to care and outcomes of care; additionally:
  - Section 14Z2 updated for Clinical Commissioning Groups places a duty on CCGs to make arrangements to secure that individuals to whom the services are being or may be provided are involved (whether by being consulted or provided with information or in other ways): - in the planning of the commissioning arrangements by the group, - in the development and consideration or proposals by the group for changes in the commissioning arrangements where the implementation of the proposals would have an impact on the manner in which the services are delivered to the individuals or the range of health services available to them, - in decisions of the group affecting the operation of the commissioning arrangements where the implementation of the decisions would (if made) have such an impact.
  - Section 183 of the National Health Services (Wales) Act 2006 requires LHBs, with regard to services they provide or procure, to involve and consult citizens in: - planning to provide services for which they are responsible - developing and considering proposals for changes in the way those services are provided; - and making decisions that affect how those services operate.
  - Section 242 of the National Health Service Act 2006 extends this requirement to NHS Trusts.
  - Regulation 27(2) and 27(3) from the Community Health Councils (Constitution, Membership and Procedures) (Wales) Regulations 2010 which places a duty on NHS Trusts in England to consult with Community Health Councils in Wales on substantial variation in health services

The full guidance from NHS Wales on engagement and consultation is included as a link in the Future Fit consultation plan on the website at: [www.nhsfuturefit.org](http://www.nhsfuturefit.org)

Our approach to public involvement and consultation is also informed by legal case law which has established some key principles (commonly referred to as The Gunning Principles). In summary these are:

- A consultation must be held “when proposals are still at a formative stage”
- There must be “sufficient reasons for proposals to permit ‘intelligent consideration’”
- There must be “adequate time for consideration & response” of proposals
- Responses “must be conscientiously taken into account”

### **The Equality Act 2010**

The Equality Act 2010 unifies and extends previous equality legislation. Nine characteristics are protected by the Act: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation.

Section 149 of the Equality Act 2010 states that all public authorities must have due regard to the need to:

- eliminate discrimination, harassment and victimisation,
- advance 'Equality of Opportunity', and
- foster good relations.

All public authorities have this duty so the partners will need to be assured that "due regard" has been paid through the delivery of this formal consultation.

To help support organisations to meet these duties a set of principles have been detailed in case law. These are called the Brown Principles:

- The organisation must be aware of their duty.
- Due regard is fulfilled before and at the time any change is considered as well as at the time a decision is taken. Due regard involves a conscious approach and state of mind.
- The duty cannot be satisfied by justifying a decision after it has been taken.
- The duty must be exercised in substance, with rigor and with an open mind in such a way that it influences the final decision.
- The duty is a non-delegable one.
- The duty is a continuing one.

We have also noted the additional duties to consult in Wales and refer to guidance set out in the 'The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011'

### **The NHS Constitution**

The NHS Constitution came into force in January 2010 following the Health Act 2009. The constitution places a statutory duty on NHS bodies in England and explains a number of patient rights which are a legal entitlement protected by law. One of these rights is the right to be involved directly or through representatives:

- In the planning of healthcare services
- The development and consideration of proposals for changes in the way those services are provided, and
- In the decisions to be made affecting the operation of those services

## Activity plan for Seldom Heard Groups

**WORKING DRAFT - version update: 31/07/18**

Reference	Protected Characteristic/ vulnerability	People to reach	Impact General	Impact Option 1	Impact option 2	Stage 1: Issues to explore to mid point  Stage 2: Key concerns and issues raised to date/relevancy testing from interactions (VCSE, PTHB and CCGs feedback required post meetings with JHOSC and Powys CHC)	Specific geographic areas to include (informed by SRG, VCSE etc)	Groups and suggestions for communicating and engaging (Key groups and approaches / channels suggested by SRG and VCSE)
<b>1a</b>	Age	Young children, parents of young children	Children 0-4 have amongst the highest rates of A&E attendance of any age group.  Estimated 60% will still be able to be treated in UCC.	Negative impact on parents of some young children living in Telford and Wrekin requiring the EC and/or inpatient stay (particularly those living in deprived areas due to increased travel and cost.) Those requiring urgent care unaffected. Positive impact for parents of young children living in Shropshire and Powys due to reduced travel time and cost.	No change to impact on parents of young children living in Shropshire and Powys as already travel to Telford and Wrekin for paediatric services. Parents of some young children living in Shropshire and Powys would have to travel further for main emergency site. Those requiring urgent care unaffected. Challenge of rurality and transport issues. Positive impact for parents of young children living in Telford and Wrekin as main emergency centre nearer to them.	Prevention), access, safety  Cost and access to travel and transport Safety concerns, rurality and deprivation	All, specifically T&W Lakeside South, the Wrekin, Shrewsbury, parts of North Shropshire, Park Lane Centre, Woodside, 'The Living Room', Woodside, Arleston Community Centre	<ul style="list-style-type: none"> <li>• Children's centres,</li> <li>• 'PODS' Parents Opening Doors, Telford</li> <li>• Baby and Toddler groups /Drop-ins, parent groups, Bumps n Babies</li> <li>• Patient Carer Forum (0-25yrs)</li> <li>• Pre-school learning alliance</li> <li>• Connect to schools</li> <li>• Social media including targeted activity on facebook and mumsnet</li> </ul>
<b>1b</b>	Age	Young adults	Disproportionate use of Emergency services - especially if can't see a GP. (Young adults 20-29 represent 14.6% of all A&E attendances at	Negative impact on young adults (particularly males) and their families living in Telford and Wrekin due to increased journey time from Telford to Shrewsbury for main emergency centre and paediatric services (particularly for those on	Negative impact on young adults (particularly males) and their families living in Shropshire and Powys due to increased journey time from these areas to main emergency centre (particularly for those on low incomes/living in rural and/or	Access, safety, mental health  Cost of travel and access to transport Rurality and deprivation	All - specifically T&W, Lakeside South, Hadley Castle, Shrewsbury, Oswestry	<ul style="list-style-type: none"> <li>• College / university, large employers, sports clubs / groups / social media</li> <li>• National Citizenship Programme</li> <li>• Social media and online including the creation of videos/clips with young</li> </ul>

			<p>RSH and PRH combined).</p> <p>Mental health a key consideration – growing issues</p> <p>Younger people are less likely to have their own car and need to use public transport.</p>	<p>low incomes/living in deprived areas.)</p> <p>Those requiring urgent care unaffected.</p>	<p>deprived areas.) Challenge of rurality and transport issues.</p> <p>No change in impact for young men living in Shropshire and Powys who need to access to paediatric services as these are already in Telford.</p> <p>No change for those requiring urgent care.</p>			<p>people interviewers of clinicians</p> <ul style="list-style-type: none"> <li>• District Commissioners</li> <li>• JX Boards</li> <li>• TCAT and Shrewsbury College Students, Walford College, Harper Adams, Shrewsbury University, Wolverhampton University (Telford) including Health &amp; Social Care students</li> <li>• Armed Forces, including cadets</li> <li>• Youth clubs and venues, including The Hive (Shrewsbury)</li> <li>• Messaging through groups such as Energise</li> <li>• Social Media, including targeted advertising</li> <li>• Guides, Scouts and Rangers</li> <li>• BEAM mental health and emotional wellbeing</li> <li>• Special Schools</li> <li>• PODS</li> <li>• Sporting clubs and associations, including football, rugby, cricket etc</li> <li>• Young Health Champions</li> </ul>
1c	Age	Older People	<p>People 60 and over responsible for more than a quarter of all A&amp;E attendances; All practices in Shropshire except 3 are higher than England average for % of practice</p>	<p>Negative impact on older people living in Telford and Wrekin due to increased journey time and cost from Telford to Shrewsbury for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p>	<p>Negative impact on older people living in Shropshire and Powys due to increased journey time and cost to Telford for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p>	<p>Prevention, access, transport, safety</p> <p>Access to transport</p> <p>Cost of travel</p> <p>Parking charges and access to parking regarding concerns for missed appointments</p>	<p>Powys, South Shropshire and Bridgnorth, Wellington.</p>	<ul style="list-style-type: none"> <li>• Age UK, U3A, lunch clubs, housing associations, extra care providers, senior citizens forums,</li> <li>• Libraries, retail outlets</li> <li>• Shropshire Partners in Care (SPIC)</li> <li>• The Red Cross</li> </ul>

			<p>population over 65.</p> <p>Larger proportion of older people have long term conditions and required planned care e.g. hip and knee surgery Increased risk of heart and stroke in older people.</p> <p>Older people less likely to have their own car and need to use public or patient transport.</p>	<p>Positive impact for older people in Telford and Wrekin as planned care site will be near to where they live (therefore reduced travel time and cost) and positive impact of reduced number of cancelled operations.</p> <p>Positive impact for older people living in Shropshire and Powys due to location of main emergency centre (including hyper acute stroke unit) in Shrewsbury. Reduced travel time and cost.</p> <p>Negative impact for older people and visitors living in Shropshire due to increased travel time and cost to travel to planned care site in Telford. Particular impact for older people living in rural and deprived areas or with limited access to private transport.</p>	<p>Positive impact for older people in Shropshire and Powys as planned care site will be near to where they live (therefore reduced travel time and cost) and positive impact of reduced number of cancelled operations.</p> <p>Positive impact for older people living in Telford and Wrekin due to location of main emergency centre (including hyper acute stroke unit) in Telford. Reduced travel time and cost.</p> <p>Negative impact for older people and visitors living in Telford and Wrekin due to increased travel time and cost to travel to planned care site in Shrewsbury. Particular impact for older people living in rural and deprived areas or with limited access to private transport.</p>	<p>Flexibility of appointment times Recognition of need for planned care Greater understanding of services at a 24/7 Urgent Care Centre</p>		<ul style="list-style-type: none"> <li>• The Royal British Legion</li> <li>• Day Centres</li> <li>• Residential Homes</li> <li>• ‘Family Connect’</li> <li>• Retired Living</li> <li>• Let’s Talk’ clinics at community centres.</li> <li>• Social Workers</li> <li>• Women’s Institute</li> <li>• Oakwood Dementia Café</li> <li>• Men in Sheds</li> </ul>
<b>1d</b>	Age	Working population	<p>No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.</p> <p>Potentially less likely to reach and respond to consultation.</p>	<p>No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.</p>	<p>No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.</p>	Access	All areas, not specifically explored in the IIA	<ul style="list-style-type: none"> <li>• Local large employers</li> <li>• Council, partners and CCG staff</li> <li>• SME networks, including TweetUp</li> <li>• Chambers of Commerce</li> <li>• General engagement events including pop-ups and public events in evenings</li> <li>• Reaching commuters through leaflet drop at rush hour at train stations</li> </ul>

								<ul style="list-style-type: none"> <li>• Social media</li> <li>• Out of working hours interactions</li> </ul>
2	Disability	<p>Mental health and disability</p> <p>Physical disability</p> <p>Hearing impaired/Deaf</p> <p>Visually impaired/Blind</p>	<p>People with a disability are more likely to use A&amp;E and to develop secondary health issues (e.g. respiratory and diabetes.)</p> <p>They are also more likely to access specialised and planned operations (as an inpatient or outpatient) and scans and blood tests.</p> <p>This group has additional needs</p> <p>SENCO Networks SEND: Special Educational Needs and Disability</p>	<p>Negative impact on people with a disability living in Telford and Wrekin due to increased journey time and cost to travel from Telford to Shrewsbury for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p> <p>Positive impact on people with a disability living in Shropshire and Powys due to reduced journey time and cost to travel to Shrewsbury for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p>	<p>Negative impact on people with a disability living in Shropshire and Powys due to increased journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p> <p>Positive impact on people with a disability living in Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p>	<p>Access, transport, safety</p> <p>Cost of travel</p> <p>Access to transport including community/voluntary sector transport</p>	<p>All - specifically Powys, south Shropshire, Oswestry, Shrewsbury, T&amp;W, Park Lane Centre</p>	<ul style="list-style-type: none"> <li>• Local support groups / peer support groups</li> <li>• Disability Forum and Network</li> <li>• SYA – young people</li> <li>• ‘PODS’ Parents Opening Doors, Telford</li> <li>• www.podstelford.org</li> <li>• BEAM</li> <li>• KOOTH</li> <li>• Citizens Advice Shropshire</li> <li>• Care Homes – run aways</li> <li>• PACC</li> <li>• Jayne Sargent Foundation (Telford)</li> <li>• Telford Visually Impaired Patient Support Group</li> <li>• East Shropshire Mental Health Service User Group</li> <li>• Telford Breathe Easy Support Group</li> <li>• Telford Fibromyalgia Group</li> <li>• Parent Carer Forum (0-25yrs)</li> <li>• Send Newsletters via Shropshire Council. (Special Edition: Needs and disability).</li> <li>• Deaf and visually impaired community. (Signing at events)</li> <li>• SENCO</li> <li>• Mental Health Awareness Week</li> <li>• Challenging Perceptions (16-24 yrs)</li> </ul>

								<ul style="list-style-type: none"> <li>• CD/MP3-5</li> <li>• Telford Mind</li> <li>• Patient Carer Forum</li> <li>• Telford Mind Service User Group.</li> <li>• TACT</li> </ul>
<b>2b</b>	Disability	Dementia	Shropshire has an ageing population and performs well for Dementia Diagnosis.	<p>Older people are more likely to have dementia – see impacts of the two options on older people in 1c above.</p> <p>Larger older populations living in Shropshire and Powys. Particular issues for carers travelling with dementia patients and in unfamiliar environments. Increased impact for people living in rural areas and on older relatives and other visitors who have to travel further.</p>	<p>Older people are more likely to have dementia – see impacts of the two options on older people in 1c above.</p> <p>Lesser impact on people with dementia in Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre. However, will still encounter particular issues for carers travelling with dementia patients and in unfamiliar environments.</p>	Access, transport, safety	All, rural Shropshire, Powys	<p>Local support groups</p> <ul style="list-style-type: none"> <li>• Age UK</li> <li>• Shropshire Partners in Care</li> <li>• Newport Peer Support Group (Alzheimer’s)</li> <li>• Dementia Action Alliance Group</li> </ul>
<b>2c</b>	Disability	Learning Disability	People with learning disabilities are more likely to use A&E and to develop secondary health issues (e.g. respiratory & diabetes)	See impacts of the two options on people with a disability in 2 above.	See impacts of the two options on people with a disability in 2 above.	Access, transport, safety	All - specifically Powys, south Shropshire, Oswestry, Shrewsbury	<ul style="list-style-type: none"> <li>• Local support groups including Taking Part</li> <li>• PODS (T&amp;W)</li> <li>• ‘My Options’ via T&amp;W Council.</li> <li>• Parent and Carer Council (PACC)</li> <li>• Parent Carer Forum</li> <li>• Contact Council:</li> <li>• Visit Services for LD and talk about the Pop-ups</li> <li>• All in (short breaks)</li> <li>• Youth Groups</li> <li>• PoHwer</li> <li>• Taste Not Waste (Dawley)</li> </ul>

2d	Disability	Children and Young People – mental health and physical disability	National Evidence - 1 in 10 children with diagnosable MH condition; half of all MH conditions manifest by 14  Children with a disability are disproportionately more likely to use affected services.	See impacts of the two options on children and young people in 1a and b above.  UCC will have access to MH liaison.	See impacts of the two options on children and young people in 1a and b above.  UCC will have access to MH liaison.	Access, transport, safety	All	<ul style="list-style-type: none"> <li>• Young Health Champions Youth groups / fora</li> <li>• Schools (although previously low uptake from schools locally)</li> <li>• Colleges, TCAT and Shrewsbury</li> <li>• National Citizenship Programme</li> <li>• Shropshire Partners in Care (SPIC)</li> </ul>
2e	Disability	Autism	Shropshire - needs assessment highlights increasing diagnosis	See impacts of the two options on people with a disability in 2 above.	See impacts of the two options on people with a disability in 2 above.	Access, transport, safety	All - specifically Oswestry, not specifically explored in IIA	<ul style="list-style-type: none"> <li>• Local groups / parent groups</li> <li>• Parent Carer Forum</li> <li>• A4U – the lantern</li> <li>• Autism Hub – Louise house</li> <li>• PODS</li> <li>• Telford Autism Hub</li> <li>• Autism West Midlands</li> <li>• SNAC</li> <li>• Special Needs Activity Centre</li> <li>• STACS Shropshire &amp; Telford Asperger Carers Support.</li> </ul>
3	Gender Re-assignment		No local data is available; however research indicates that this population group is more likely to come into contact with services, and issues relate to patient experience.	No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.	No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.	Access, transport, safety, patient experience	All – specifically Newport, not specifically explored in the IIA	<ul style="list-style-type: none"> <li>• Local groups</li> <li>• FRESH</li> <li>• SAND</li> <li>• XYZ Youth Group &amp;W/ Shrewsbury/ Oswestry)</li> <li>• Parish councils</li> <li>• Church and parish newsletters</li> <li>• Young farmers</li> </ul>

			<p>No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.</p> <p>Most services in relation to gender reassignment tend to be out-of-area.</p>					
4a	Marriage/ civil partnership		<p>No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.</p>	<p>No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.</p>	<p>No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.</p>	<p>Access, travel and transport</p>	<p>Not specifically explored in the IIA</p>	<ul style="list-style-type: none"> <li>• Will be covered through general engagement and media/social media activity</li> <li>• Reach through social media</li> <li>• Businesses</li> <li>• Places of worship</li> </ul>
5	Pregnancy/ maternity	<p>Pregnant women, mothers and women of child-bearing age</p>	<p>More likely to be impacted by a change to maternity and children's services.</p> <p>Younger population in Telford and Wrekin but larger number of young women in Shropshire.</p> <p>Higher rate of attendance at A&amp;E for babies and young children.</p>	<p>Negative impact on pregnant women, mothers and women of child-bearing age living in Telford and Wrekin (particularly those living in deprived areas) due to increased travel and cost to main emergency centre, Obstetric unit for high risk births maternity and paediatric services in Shrewsbury. However, ante natal, post-natal outpatient and MLU services would still be available in Telford.</p> <p>Positive impact for pregnant women, mothers and women of child-bearing age living in</p>	<p>No change to impact on pregnant women, mothers and women of child-bearing age living in Telford and Wrekin as Princess Royal Hospital is currently the main site for paediatric and maternity services.</p> <p>No change to impact on pregnant women, mothers and women of child-bearing age living in Shropshire and Powys as they already need to travel to Telford for paediatric and maternity services.</p> <p>Pregnant women and mothers living in Shropshire and Powys would have to travel further for main</p>	<p>Access, transport, experience, prevention (reducing risk factors before, during and after pregnancy)</p>	<p>Focus on areas:</p> <ul style="list-style-type: none"> <li>• Socio economic deprivation</li> <li>• Ethnicity</li> <li>• Age of mother</li> </ul>	<ul style="list-style-type: none"> <li>• Midwives</li> <li>• Health visitors</li> <li>• Children's centres,</li> <li>• Local parent / baby groups,</li> <li>• Women and children's services</li> <li>• Lifestyle services (smoking, obesity, sexual health)</li> <li>• Targeted social media activity, including facebook advertising, mumsnet etc</li> <li>• Make links to LMS/Better Births strategy and approach through Maternity Voices</li> </ul>

			<p>BAME women known to have higher risk factors in pregnancy. Higher proportion of BAME communities in Telford and Wrekin.</p> <p>Women with a disability may be disproportionately affected with higher risk factors.</p> <p>Older women are disproportionately affected and more likely to use the services. (Over 40s).</p>	<p>Shropshire and Powys due to reduced travel time and cost.</p>	<p>emergency site and obstetric unit for high risk births. However antenatal post-natal and MLU services remain on each site.</p> <p>Challenge of rurality and transport issues.</p> <p>Positive impact for parents of young children living in Telford and Wrekin as main emergency centre nearer to them.</p>			
6a	Race	<p>BAME</p> <p>Pakistani, Indian, and Bangladeshi</p> <p>Polish and other Eastern European</p> <p>Chinese</p> <p>Syrian</p>	<p>More likely to access emergency services than white groups, higher prevalence of Coronary Heart Disease and Diabetes in Asian populations.</p> <p>Report poorer experience of care.</p> <p>Higher proportion of BAME communities in Telford and Wrekin.</p>	<p>Negative impact on people from BAME communities living in Telford and Wrekin due to increased journey time and cost to travel from Telford to Shrewsbury for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p> <p>Positive impact on people from BAME communities living in Shropshire and Powys due to reduced journey time and cost to travel to Shrewsbury for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p>	<p>Negative impact on people from BAME communities living in Shropshire and Powys due to increased journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p> <p>Positive impact on people from BAME communities living in Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p>	<p>Access, patient experience, formation, language barriers</p>	<p>T&amp;W specifically The Wrekin and Hadley Castle, Shrewsbury</p>	<ul style="list-style-type: none"> <li>Local groups</li> <li>Shropshire Islamic Foundation</li> <li>Brookside community centre – (two African churches meet at this venue)</li> <li>Stirchley community centre also (African church meets at this venue)</li> <li>Mosques in Wellington (Tan Bank and Regents Street)</li> <li>SSSFT – (Polish Group in Oakengates)</li> <li>Catholic churches – Wellington and Trench, Shrewsbury (Catholic Cathedral)</li> <li>Gudwaras x three in Telford at Temples</li> </ul>

								<ul style="list-style-type: none"> <li>• Syrian communities in and around Oswestry through employers etc</li> <li>• Sikh Temple and women's group</li> <li>• Buddhist Centre (Shropshire)</li> <li>• Mosques, Temples, Churches</li> <li>• Telford Priory School, Festival of Diversity and Culture</li> <li>• Specialist retail outlets</li> </ul>
<b>6b</b>	Race	Recent migrants, including Polish, Bulgarian etc	<p>Less likely to be registered with GPs and therefore more likely to use emergency services more.</p> <p>Accustomed to different health systems in their home countries therefore lack of understanding of different services available and which should be used when.</p> <p>Possible language barrier.</p>	<p>Negative impact on recent migrants living in Telford and Wrekin due to increased journey time and cost to travel from Telford to Shrewsbury for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p> <p>Positive impact on recent migrants living in Shropshire and Powys due to reduced journey time and cost to travel to Shrewsbury for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p>	<p>Negative impact on recent migrants living in Shropshire and Powys due to increased journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p> <p>Positive impact on recent migrants living in Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p>	Access, patient experience, information, language barriers	All - specifically T&W and North Shropshire	<ul style="list-style-type: none"> <li>• Local support organisations</li> <li>• Polish, Bulgarian and Syrian communities in and around Oswestry</li> <li>• Connect with council refugee workers</li> <li>• Housing associations</li> <li>• Health visitors/ midwives</li> <li>• Employers, predominantly agricultural, such as ABP (Polish, Bulgarian etc), Muller etc</li> </ul>
<b>6c</b>	Race	Gypsy Travellers	<p>National and local data demonstrates specific health needs and low usage of health services.</p> <p>Reluctance to use public transport and gypsy and</p>	See impact of the two options on pregnant women and mothers in 5 above.	See impact of the two options on pregnant women and mothers in 5 above.	Access, transport, experience, information, prevention (immunisation)	Dispersed across Shropshire and T&W,	<ul style="list-style-type: none"> <li>• Health visitor for pregnant mothers as they can access – via practices – Teldoc</li> <li>• Work with Liaison Officer at the Councils</li> <li>• District Nurses &amp; Health Visitors for pregnant mothers</li> </ul>

			traveller sites tend to be in rural locations.  Particular challenge for pregnant women and mothers of poorly children without their own transport.					<ul style="list-style-type: none"> <li>• One to one interviews with communities at sites</li> </ul>
<b>7</b>	Religion or belief	Muslim Sikh Hindu Christianity Buddhists Faith groups STUWA	See 6a above for impact of the two options on BAME communities with these religions.  For non-BAME communities - No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.	See 6a above for impact of the two options on BAME communities with these religions.  For non-BAME communities - No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.	See 6a above for impact of the two options on BAME communities with these religions.  For non-BAME communities - No evidence to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.	Access, experience	All, particularly Telford and Wrekin	<ul style="list-style-type: none"> <li>• Local churches, mosques and temples.</li> <li>• Sikh Women's Group</li> <li>• Women's and men's groups</li> <li>• Interfaith forum</li> </ul>
<b>8a</b>	Sex	Males	More likely to access emergency services however, the scale of the difference is small.  See impact of two options on young men in 1b above	See impact of two options on young men in 1b above	See impact of two options on young men in 1b above	Access, experience	All areas	<ul style="list-style-type: none"> <li>• Boys Brigade, Scouts and Cubs</li> <li>• Sports clubs</li> <li>• Men in Sheds</li> </ul>
<b>8b</b>	Sex	Females	Higher impact on younger females of changes to women's and children's services as well as location of main emergency centre - see 5 above.	Higher impact on younger females of changes to women's and children's services as well as location of main emergency centre - see 5 above.	Higher impact on younger females of changes to women's and children's services as well as location of main emergency centre - see 5 above.	Access, experience	All areas  Shropshire is home to the largest number of women aged 18-44 (43,670 compared to 29,206 in Telford and Wrekin and 1,354 in the affected part of Powys.)	<ul style="list-style-type: none"> <li>• Midwives</li> <li>• Health visitors</li> <li>• Children's centres,</li> <li>• Local parent / baby groups,</li> <li>• Women and children's services</li> </ul>

								<ul style="list-style-type: none"> <li>Targeted social media activity, including facebook advertising, mumsnet etc</li> <li>Women's Institute</li> <li>Gyms, exercise classes, leisure centres</li> <li>Shropshire and Telford Untied Women Association</li> </ul>
9a	Sexual Orientation	All Pan, gay, bisexual  Lesbian and bisexual women	<p>This group is 2 to 3 times more likely to report having a longstanding psychological or emotional problem.</p> <p>Levels of self-harm are above average.</p> <p>Experience may be impacted by lack of training and / or knowledge of healthcare staff.</p>	<p>Negative impact on gay men, lesbians and bisexual men and women living in Telford and Wrekin due to increased journey time and cost to travel from Telford to Shrewsbury for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p> <p>Positive impact on gay men, lesbians and bisexual men and women living in Shropshire and Powys due to reduced journey time and cost to travel to Shrewsbury for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p>	<p>Negative impact on gay men, lesbians and bisexual men and women living in Shropshire and Powys due to increased journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in rural and/or deprived areas.)</p> <p>Positive impact on gay men, lesbians and bi-sexual men and women living in Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre (particularly for those on low incomes/living in deprived areas.)</p>	Access, experience and understanding of staff/staff training and knowledge	<p>Not specifically explored in the IIA</p> <p>Engagement activity reports that group feels they are sufficiently engaged in the consultation through general activities rather than requiring specific approaches</p>	<ul style="list-style-type: none"> <li>Local LGBT groups, Fresh and SAND</li> <li>XYZ youth group</li> <li>Gay friendly venues ( T&amp;W Three furnaces, Tweedale and The Albert at Oakengates, C21 Shrewsbury)</li> <li>Recharge – Brookside based LGBT for young people</li> <li>Sexual health clinics</li> <li>Gay Working Men Focus Group</li> <li>The Terrence Higgins Trust</li> <li>Wellington LGBT group</li> <li>Border Women</li> </ul>
Reference	Additional Inclusion Health Groups/ vulnerability	People to reach	Impact General	Impact Option 1	Impact option 2	<p>Stage 1: Issues to explore to mid point</p> <p>Stage 2: Key concerns and issues raised to date/relevancy testing from interactions (VCSE, PTHB and CCGs feedback required</p>	Specific geographic areas to include (informed by SRG, VCSE etc)	Groups and suggestions for communicating and engaging (Key groups and approaches / channels suggested by SRG and VCSE)

						post meetings with JHOSC and Powys CHC)		
10	Deprivation	Various deprived population, including rural and deprived  Homeless people	Account for a disproportionately high number of A&E attendances, nationally double for those in the 10% most deprived areas.  Increased attendance at A&E for homeless people e.g. due to addiction.  Low levels of car ownership and challenge of paying increased transport costs for the homeless and people living in deprived areas (particularly in rural areas.)	Negative impact on people living in deprived areas of Telford and Wrekin, and the homeless in this area, due to increased journey time and cost to travel from Telford to Shrewsbury for main emergency centre (particularly for those living in rural areas and young women and parents of young children.)  Positive impact on people living in deprived areas of Shropshire and Powys, and the homeless in these areas, due to reduced journey time and cost to travel to Shrewsbury for main emergency centre (particularly for young women, parents of young children and those living in rural area.)	Negative impact on people living in deprived areas of Shropshire and Powys, and the homeless in these areas, due to increased journey time and cost to travel to Telford for main emergency centre and women's and children's services (particularly young women and parents of young children and those living in rural areas.)  Positive impact on people living in deprived areas of Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre and women's and children's services (particularly for those young women, parents of young children and those living in rural areas.)	Use of services, travel and transport  Homelessness	Various across Shropshire, T&W and mid Wales, most deprived in wards in Telford, with pockets of deprivation in Shropshire and Powys. Rural deprived often masked by overall affluence and sparsity	<ul style="list-style-type: none"> <li>• CHALK Homeless Group</li> <li>• Brookside – Big Local (Resident's Partnership)</li> <li>• Manning place – high street wellington – single people</li> <li>• Stay – young people</li> <li>• YMCA – housing provision</li> <li>• Foodbanks</li> <li>• Women's refuge</li> <li>• The Ark (Shrewsbury)</li> <li>• Thrive</li> <li>• Man in Place</li> <li>• Homeless Centres / shelters for temporary accommodation – Wellington etc</li> <li>• Citizen's Advice</li> <li>• Workers supporting homeless on the streets</li> </ul>
11	Rurality	Various, rural communities, particularly in Shropshire and Powys	Challenge of travel and transport, particularly for older and younger people who have less access to private transport and use public transport more.	Negative impact on people living in rural areas of Telford and Wrekin due to increased journey time and cost to travel from Telford to Shrewsbury for main emergency centre and women's and children's services (particularly young women and parents of young children.)	Negative impact on people living in rural areas of Shropshire and Powys, due to increased journey time and cost to travel to Telford for main emergency centre and women's and children's services (particularly young women and parents of young children and those living in rural areas.)	Access, transport, patient safety	Powys and many areas specifically South Shropshire and border villages	<ul style="list-style-type: none"> <li>• Parish councils</li> <li>• Community centres</li> <li>• Other key community buildings, such as sports facilities</li> <li>• Networks such as Men in Sheds, Women's Institute etc</li> <li>• Town and Parish Councils and Local Joint Committee meetings, SALC</li> </ul>

				Positive impact on people living in rural areas of Shropshire and Powys due to reduced journey time and cost to travel to Shrewsbury for main emergency centre and women's and children's services (particularly for young women, parents of young children.)	Positive impact on people living in rural areas of Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre and women's and children's services (particularly for those young women, parents of young children and those living in rural areas.			<p>(Shropshire Association of Local Councils) and public events and pop ups</p> <ul style="list-style-type: none"> <li>• Parish boards</li> <li>• BBC Radio Shropshire and Shropshire Star/Powys County Times, BBC Wales through ongoing media coverage</li> <li>• CSOs and police</li> <li>• GP Services, Practice Managers</li> <li>• Narrowboat community</li> <li>• Rural villages churches and village halls.</li> <li>• Young Farmers</li> <li>• Women in Rural Enterprise (WIRE)</li> <li>• Rural pubs and post offices</li> <li>• Public events and pop ups</li> </ul>
12	Carers	<p>All ages, most likely to be older</p> <p>Young Carers</p> <p>Parent carers of disabled children (0-25)</p>	<p>Higher attendance rates at A&amp;E for people with a disability</p> <p>Older and younger carers most likely to be impacted on by increased transport challenges and costs (particularly if they live in deprived or rural areas)</p>	For impact of the two options, see 2 above.	For impact of the two options, see 2 above.	Access, experience. travel and transport, prevention and wellbeing, rurality and deprivation	All areas	<ul style="list-style-type: none"> <li>• Carers Partnership Board</li> <li>• CVS Carers Centre</li> <li>• A Life outside Caring Group (Oakengates)</li> <li>• PODS Parent Carer Forum</li> <li>• Carers Trust 4 All</li> <li>• Safe Places</li> <li>• Young Carers - SYA</li> </ul>
13	Welsh Language community	All ages	No evidence to suggest that this group has significant	No evidence to suggest that this group has significant disproportionate or	No evidence to suggest that this group has significant disproportionate or	Access, transport, cost of fuel, language barriers	All Powys, mitigating options focus on community hubs in larger communities	<ul style="list-style-type: none"> <li>• Powys focus groups (as part of commissioned voluntary sector led focus groups - PAVO)</li> </ul>

			disproportionate or differential needs in relation to acute hospital services.  Barriers can be encountered in English hospitals where Welsh is their first language.	differential needs in relation to acute hospital services.	differential needs in relation to acute hospital services.			<ul style="list-style-type: none"> <li>• BBC Wales – Welsh Language interviews</li> <li>• Schools and colleges</li> <li>• Public events and pop ups</li> <li>• Council meetings and drop in sessions</li> </ul>
14	Drugs and Alcohol	Adults – including young adults	Account for a disproportionately high number of A&E attendances, particularly people living in deprived areas and the homeless with drug and alcohol problems.	Negative impact on people with a drug or alcohol addiction living in Telford and Wrekin due to increased journey time and cost to travel from Telford to Shrewsbury for main emergency centre (particularly for those living in deprived areas and the homeless.)  Positive impact on people with a drug or alcohol addiction living in Shropshire and Powys due to reduced journey time and cost to travel to Shrewsbury for main emergency centre (particularly for those living in deprived areas and the homeless.)	Negative impact on people with a drug or alcohol addiction in Shropshire and Powys, due to increased journey time and cost to travel to Telford for main emergency centre (particularly those living in deprived areas and the homeless.)  Positive impact on people with a drug or alcohol addiction living in Telford and Wrekin due to reduced journey time and cost to travel to Telford for main emergency centre (particularly for those living in deprived areas and the homeless.)	Access, travel and transport	All, Telford, Oswestry, Shrewsbury, Wellington	<ul style="list-style-type: none"> <li>• Aquarius</li> <li>• The Ark</li> <li>• Impact AAS</li> <li>• Counselling services</li> <li>• Homeless charities and support workers</li> <li>• Thrive</li> <li>• Man in Place</li> <li>• Homeless Centres / shelters for temporary accommodation – Wellington etc</li> <li>• Telford After Care Team</li> </ul>
15	Military and Veterans	Military personnel Military wives and families Veterans	Connection needed particularly when service personnel transition to civilian services or when service personnel move areas	No evidence available to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.  Impacts as per maternity, families, parents of young children etc	No evidence available to suggest that this group has significant disproportionate or differential needs in relation to acute hospital services.  Impacts as per maternity, families, parents of young children etc	Access, travel and transport,  Support for mental health, impact on winter planning support provided by armed forces to NHS	Key bases: <ul style="list-style-type: none"> <li>• Tern Hill</li> <li>• Shawbury RAF</li> <li>• Donnington</li> <li>• Cosford</li> </ul>	<ul style="list-style-type: none"> <li>• Veterans through the Armed Forces Covenant network</li> <li>• Armed forces' events, including Tern Hill Irish Regiment Family Health day</li> </ul>

								<ul style="list-style-type: none"><li>• Armed Forces Covenant Network for wider communication</li><li>• Armed Forces Day Family Event (Shrewsbury Sports Village)</li><li>• Royal British Legion</li><li>• GP practices serving bases</li></ul>
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