

## Equality Impact Assessment (EIA) Template – Part 1

<b>Policy title and purpose (brief outline):</b>	<b>Non statutory guidelines for child and adolescent mental health services (CAMHS) and Local Authority Counselling Services for children and young people on collaborative working.</b>
<b>Name of official:</b>	<b>Holly Campbell</b>
<b>Department:</b>	<b>Mental Health and Vulnerable Groups</b>
<b>Date:</b>	<b>29/07/15</b>
<b>Signature:</b>	

**1. Please provide a brief description of the policy/decision.**

As part of the Welsh Government's "Together for Mental Health" Delivery Plan 2012-16, a key action is to develop guidance to ensure that Local Authorities continue provide a counselling service at each secondary school by April 2013. This is now in place and funding has now been subsumed within the RSG since April 2013.

The Health and Social Services and Education and Skills Ministers agreed to take forward the proposed development of policy implementation guidelines to clarify the respective roles of local authority counselling services for children and young people and Child and Adolescent Mental Health Services (CAMHS). This will provide clarity for both services over roles, responsibilities and ensure that support to the young person is provided by the most appropriate service, with support from relevant professionals, in the most appropriate setting.

**2. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?**

3 workshops were held across Wales and including the following representatives:-

- Children and Adolescent Mental Health Services
- Local Authority Counselling Services
- Third Sector Services

In addition to the workshop, the draft has been consulted on electronically internally and externally (with the individuals that attended the workshops).

**3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?**

Evidence in recent reports submitted by local authorities have indicated that the relationship between the local authority counselling service and CAMHS is variable across Wales and the decision was taken to draft

guidelines with the aim to build a consistent approach so that all children are offered the same level of service appropriate to their clinical needs.

Specialist CAMHS is a small service which concentrates and is highly skilled in working within a more restricted field. It was never the intention that specialist CAMHS should become the 'catch all' for young people with emotional wellbeing and mental health problems. Alternatives would, and in many cases should, be more appropriate and beneficial for the individual allowing specialist CAMHS to concentrate on those with more complex and severe mental health problems. In this respect evidence from previous evaluations shows that local authority Counselling Services have been successful in reducing the number of inappropriate referrals to specialist CAMHS.

Our Together for Mental Health strategy states that many mental health problems start early in life, often as a result of deprivation including poverty, insecure attachments trauma, loss or abuse. The impact can be distressing to the individuals, their families, friends and carers. Those affected often have fewer qualifications, find it harder to both obtain and stay in work, have lower incomes and are more likely to be homeless, or poorly housed. They are also likely to have poorer physical health. This can only be partly explained by higher rates of smoking, substance misuse, poor diets and less physical activity.

Conversely, physical health problems, particularly long-term conditions, increase the risk of mental illness.

<http://gov.wales/docs/dhss/publications/121031tmhfinalen.pdf>

***It is important to note any opportunities you have identified that could advance or promote equality.***

Publishing the guidelines will ensure that counselling services and CAMHS understand their respective roles, and can build better working relationships which will in turn, benefit a child or young person seeking advice and/or treatment when experiencing mental ill health.

### **Impact**

**Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).**

Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.

**4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?**

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people  <i>(Children and young people, up to 18)</i>	x			The guidelines cover services for children and young people up to the age of 18.
People 18-50	x		x	The guidelines aim to improve collaborative working between Local Authority counselling services and CAMHS. This does include young people up to the age of 24.
Older people (50+)			x	The guidelines aim to improve collaborative working between LA counselling services and CAMHS

**4.2 Because they are disabled?**



Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment			x	Being disabled should have no impact on the type of care that an individual would receive for mental ill health treatment.
Hearing impairment			x	Being disabled should have no impact on the type of care that an individual would receive for mental ill health treatment.
Physically disabled			x	Being disabled should have no impact on the type of care that an individual would receive for mental ill health treatment.
Learning disability			x	Being disabled should have no impact on the type of care that an individual would receive for mental ill health treatment.
Mental health problem	X			The guidelines are to improve collaborative working between CAMHS and LA counselling services , which in turn will benefit a

				young person dealing with mental ill health.
Other impairments issues			x	Being disabled should have no impact on the type of care that an individual would receive for mental ill health treatment.

#### 4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male			x	The guidelines apply to all, regardless of their sex.
Female			x	The guidelines apply to all, regardless of their sex.

#### 4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
			x	The guidelines apply to all, regardless of their sex.

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#### 4.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage			x	The guidelines have no impact on whether an individual is married.
Civil Partnership			x	The guidelines have no impact on whether an individual is married.

#### 4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy			x	The guidelines should have no impact if a young female is pregnant. Appropriate care will be administered to protect Mother and baby.
Maternity (the period	x			The guidelines should have no

after birth)				impact, appropriate care will be administered to protect the Mother.
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#### 4.7 Because of their race?

Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of ethnicity.
National Origin (e.g. Welsh, English)			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of ethnicity.
Asylum Seeker and Refugees			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of ethnicity.
Gypsies and			x	The guidelines are for collaborative working



Travellers				between LA counselling services and CAMHS, and has no impact on individuals regardless of ethnicity.
Migrants			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of ethnicity.
Others			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of ethnicity.

#### 4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians,			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless

Sikhs, Buddhists, Hindus, Others (please specify)				of their religious beliefs.
Belief e.g. Humanists			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of their religious beliefs.
Non-belief			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of their religious beliefs.

#### 4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men			x	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals

				regardless of their sexual orientation.
Lesbians			<b>x</b>	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of their sexual orientation.
Bi-sexual			<b>x</b>	The guidelines are for collaborative working between LA counselling services and CAMHS, and has no impact on individuals regardless of their sexual orientation.

**4.10 Do you think that this policy will have a positive or negative impact on people’s human rights? Please refer to point 1.4 of the EIA Annex A - Guidance for further information about Human Rights.**

<b>Human Rights</b>	<b>Positive</b>	<b>Negative</b>	<b>None / Negligible</b>	<b>Reason for your decision (including evidence) / How might it impact?</b>
Human Rights including Human Rights Act and UN Conventions			x	The guidelines are for collaborative working between LA counselling services and CAMHS, in turn appropriate treatment should be should be provided to individuals regardless of offence, nationality,

				ethnicity, language spoken, age, sexual orientation, religion, social background or disability.
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***If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.***

***Only if there are no or negligible positive or negative impacts should you go straight to part 2 and sign off the EIA.***

## **Equality Impact Assessment – Part 2**

**1. Building on the evidence you gathered and considered in Part 1, please consider the following:**

**1.1 How could, or does, the policy help advance / promote equality of opportunity?**

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

The non statutory guidelines aim to improve the system of care and support for children and young people when they are experiencing mental ill health.

The coordination and delivery of care and support so that an individual is provided with the appropriate treatment applies to all, regardless of their sex or social background.

**1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?**

The guidelines are to improve collaborative working between LA counselling services and CAMHS. Individual and complex needs of an individual with a mental disorder should be responsive and non discriminatory.

**1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?**

Effective mental health treatment can help the lives of the individuals concerned, their families and their communities.

**2. Strengthening the policy**



**2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?**

**What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?**

N/A

**2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.**

**(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)**

N/A

### **3. Monitoring, evaluating and reviewing**

**How will you monitor the impact and effectiveness of the policy?**

List details of any follow-up work that will be undertaken in relation to the

policy (e.g. consultations, specific monitoring etc).

N/A at this stage.

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#### 4. Declaration

**\*Please delete as appropriate:**

**The policy does not have a significant impact upon equality issues**

**Official completing the EIA**

**Name: Holly Campbell**

Department: Health and Social Services
Date: 29/07/2015
Signature:
<b>Head of Division (Sign-off)</b>
Name: Dr Sarah Watkins
Job title and department: Head of Mental Health and Vulnerable Groups/Health and Social Services
Date: 8 September 2015
Signature:
Review Date:

