

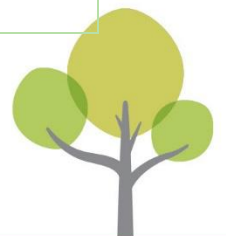
Equality Impact Assessments Toolkit EqIA Template

You must consider the [Equality Impact Assessment Guidance](#) when completing this template.

The EDI team can provide help and advice on undertaking an EqIA and also provide overview quality assurance checks on completed EqIA documents.

EDI team contact email: edi_team@sandwell.gov.uk

Quality Control	
Title of proposal	Extension and variation of the Sandwell School Nursing Services.
Directorate and Service Area	Public Health
Officer completing EqIA	Holly Layton, Children and Young People Project Manager
Contact Details	holly1_layton@Sandwell.gov.uk
Other officers involved in completing this EqIA	Eilish James
Date EqIA completed	November 25 th 2024
Date EqIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EqIA	Liann Brookes-Smith, Director of Public Health
Date EqIA considered by Cabinet	EqIA linked to Cabinet report (scheduled at January 2025 Cabinet)
Where the EqIA is Published (please include a link to the EqIA and send a copy of the final EqIA to the EDI team)	Online via moderngov.uk



Section 1.

The purpose of the project, proposal or decision required

Name of proposal: Extension and variation of the School Health Nursing service.

This cabinet Report proposes that we enact the extension of School Health Nursing Service with the current provider.

Aims and Objectives

The aim of the School Health Nursing Service is to provide individual, family and community interventions that maintain and improve health and wellbeing for the school-aged population, through the delivery of the Healthy Child Programme.

Outcomes

The best possible health underpins a child's or young person's ability to fulfil their potential as they grow up. Research shows that good health and emotional wellbeing are associated with improved attendance and attainment at school, which in turn lead to improved employment opportunities. In addition, children who thrive at school are better placed to act on information about good health.

The service will contribute to improving a wide range of outcomes. The national specification for 0-19 Healthy Child Programme identifies the following key impact areas for School Health Nursing Services:

- building resilience and improving emotional health and wellbeing
- keeping safe, managing risk and reducing harm
- healthy lifestyles including reducing childhood obesity and increasing physical activity
- maximising achievement and learning
- helping children to realise their potential and reducing inequalities
- supporting additional health needs
- transition and preparing for adulthood

These are universal services that benefit the entire school-age population of Sandwell, by enabling children and their families to access advice and support on a wide range of health issues and by early identification of health problems. There is a vulnerable children's team within the service that provides targeted support for young people who are not attending mainstream school.

Business Case

On the 24th May 2021 Cabinet approved the decision to procure a School Health Nursing Service. Following a competitive process, a contract was awarded to Sandwell and West Birmingham Hospital Trust (SWBHT) for 3 +2 years from 1st April 2022.

On the 17th July 2024 Cabinet approved the decision to procure a School Health Nursing Service through a competitive process. No bids were received, and the procurement was abandoned.

A contract extension is required from 1st April 2025 to 31st March 2027, to prevent a gap in provision of the School Health Nursing Services.

The proposed extension previously gained cabinet approval on 24th May 2021 as part of approval to reprocure.

It is anticipated that there will be increased demand on the service over the lifetime of the contract due to an increase in the number of secondary school sites and expansion of existing sites. Two new Free School Academies have opened during the existing contract term, offering 1,650 places between them, and expansions of three other existing sites (670 places).

There is significant pressure on the existing service from a rising number of referrals, with unmanageable caseloads and waiting times that exceed the best practice standard. This in part, a long-term negative consequence of the COVID-19 Pandemic on children and young people's health and wellbeing, and therefore we should be maintaining the capacity of our front-line services as a priority to address this increase in need.

Relationship to other policies, strategies, procedures or functions.

The School Health Nursing Services contributes to achieving the outcomes in the Health and Wellbeing Strategy. In particular it supports the aim of increasing healthy life expectancy through the promotion of healthy lifestyles and early identification, support and referral for children with additional health needs.

It delivers interventions as part of a number of important multi-agency pathways such as:

- Overseeing emergency care plans for children with additional medical needs in school.
- Undertaking Children's in Care Health Reviews.
- Contributing to Education, Health and Care Plans for Children with Special Educational Needs and Disabilities.
- Multi-agency working for Early Help and Child Protection Cases.
- Weighing and Measuring children as part of the National Child Measurement Programme, which is a statutory requirement for Local Authorities.
- Providing wellbeing support for children and young people as part of the Child and Adolescent Mental Health pathway.

Issues or likely impact on equality groups

The School Health Nursing Service is a universal service. It is currently contracted to serve the population of children attending state-funded educational provision in Sandwell, regardless of area of residence and in addition, children in alternative provision or educated at home. Children who attend Special Schools receive Children's Community Nursing Services from Sandwell and West Birmingham Hospitals NHS Trust (Commissioned by ICB). Independent fee-paying schools have the option to buy-in School Nursing services.

A specialist borough-wide team works with vulnerable children outside of the mainstream school setting. This includes children attending a alternative provision, not in education, training or employment, missing from education, Gypsy and Traveller families, electively home educated children, children on YOS orders, and new to UK families.

The proposal recommends that we enact the option to extend with the incumbent provider of the School Health Nursing Service, therefore if approval is granted it is anticipated that as a universal service, this will have a positive impact on Children as a protected group overall.

Other service areas/directorates or partners involved in or likely to be impacted upon by the proposals

The main impact will be on the Children and Education Directorate as they benefit directly from the additional support provided to pupils and families.

School Nursing Services provide advice and early intervention that can prevent escalation to specialist services such as specialist CAMHS and Children’s Social Care.

How does this deliver objectives in the council plan?

Council Plan Theme	
Growing Up in Sandwell	Evidence shows that the Healthy Child Programme - Health visiting, best start, breastfeeding support and child vision screening are all imperative for children’s development. They will all enable the council to achieve outcomes 1 to 8.

Section 2.

Evidence used and considered. Include analysis of any missing data

The School Health Nursing Service delivers the evidence-based 0-19 Healthy Child Programme, <https://www.gov.uk/government/collections/healthy-child-programme>

The need for this service is evidenced through demographic and health needs data from the Sandwell Joint Strategic Needs Assessment, available at; <https://www.sandwelltrends.info/jsna-2/>

and the Child Health profile, available at; <https://fingertips.phe.org.uk/static-reports/health-profiles/2019/e08000028.html?area-name=sandwell>

Sandwell SHAPE young peoples survey 2023 influences key areas of service priority.

Section 3.

Consultation

The previous consultation which resulted in the specification of the current school nursing service is included below:

To understand the need for a School Health Nursing Service in Sandwell, we have conducted consultations with children and young people, parents of both primary and secondary aged pupils, and staff within school settings. With the current COVID-19 restrictions, we have undertaken the consultation via online surveys. To generate a reflective understanding from children and young people, we have also utilised the SHAPE annual survey to gather their views as it has a wide reach across Sandwell. We have received 174 responses from children in

primary school, 117 responses from children and young people in secondary school, 49 parent/carer responses and 30 responses from school staff.

We have consulted with key partners at the Children and Young People's Commissioning Board to ensure all needs are identified, especially the needs of vulnerable children and young people, and to ensure that the service continues to complement and enhance existing services and pathways.

Key findings from the consultation were:

- General awareness of the service is relatively low amongst children and young people with 44% not knowing they have access to a School Health Nurse.
- Awareness of the service amongst parents and school staff is also low with 84% and 83% respectively not knowing who the School Health Nurse was in [their child's] school.
- Children and young people report that they would like to access support from their School Health Nurse through face to face appointments (55%) followed by online support (18%). In contrast, parents/carers would like to access support via text message (29%) followed by virtual appointments via phone call or Zoom (24%).
- All groups, except parents of primary aged children, reported Anxiety, Worry & Depression as the main health concern that children and young people face today. Parents of primary aged children reported Bullying (86%) as the main concern, closely followed by Anxiety & Worry (79%).
- Of those children and young people who have accessed a School Health Nurse 87% have done so for emotional health and wellbeing support including self-harm and exam stress.
- Partners considered the long-term impact of COVID-19 and the anticipated increase in need for Universal and Universal Plus services offered by School Health Nurses.
- Partners commented on capacity to meet demand due to increasing referrals within the education and care system and anticipated increase due to planned improvements to the CAMHS (Child and Adolescent Mental Health Services) pathway.

The views collated through this consultation have influenced the service proposal. These changes included:

- An emphasis on Universal support through improved communication and promotion of services including online resources.
- Improved promotion of services within school teams and with parents and carers.
- Increase in staffing budget to meet increasing demand.

During the procurement of the current contract, it included young people on the tender submission evaluation panel. It is important for us to ensure that young people have a voice as part of this decision-making process and supported the selection of the successful service provider.

The service provider will be expected to undertake ongoing consultation and engagement activities throughout the contract duration to ensure that the needs of children and young people are met. Considering the above consultation, the service provider will also be expected to engage with parents, carers and school staff throughout the contract duration to aid promotion and support health concerns.

Section 4.

Summary assessment of the analysis at section 4a and the likely (positive and negative) impact on each of the protected characteristics (if any)

It is assessed that the proposals in the report will not have an adverse impact on groups or individuals with protected characteristics.

The service to be delivered will not discriminate against individuals or groups with protected characteristics.

Section 4a - What are the potential/actual impacts of the proposal on the protected characteristics?

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
Age	P	<p>The School Health Nursing Service key aim is to improve the health and wellbeing of school-age children and young people through delivery of the evidence based Healthy Child Programme.</p> <p>The service will provide a seamless transition at age of 5 for any active interventions at time of handover from the health visiting service.</p> <p>This service is designed to see school aged young people. Those who are under the age of 16 and want to access this service are supported by a clinician to safeguard the individuals whilst also protecting their anonymity and not requiring parental consent. This comes</p>	<p>The service model includes both face to face and a digital support offer. This will enhance reach and support young people who want a more anonymised/ non face to face option.</p> <p>The service specification requirements will ensure a service offer that uses various and relevant communication methods such as social media.</p>	<p>Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings</p>

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		under the Gillick competence and Fraser guidelines.		
Disability	P	<p>The School Health Nursing Service provides support for children with additional medical needs in school.</p> <p>The service will be well equipped to support people with disabilities.</p> <p>However, the services will be expected to use the NHS Reasonable Adjustment Digital Flag Information Standard to inform the service.</p> <p>Reasonable adjustments are a legal requirement to make sure health services are accessible to all disabled people.</p> <p>In 2023, NHS England built the Digital Flag in the NHS Spine (on the National Care Records Service) to enable health</p>	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		and care professionals to record, share and view details of Reasonable Adjustments across the NHS, wherever the person is seen and /or treated.		
Gender Reassignment	P	This is a universal service for all school aged children. School nurses provide wellbeing support to young people on the pathway to gender re-assignment.	<p>Communications plan: ensure service promotion and engagement is undertaken in a sensitive non-judgmental manner and will remain entirely optional.</p> <p>Data: continue to monitor the newly introduced national dataset field which captures an expanded set of gender data field options to monitor presentations/usage for this group.</p> <p>Continue to ensure the range of service delivery mediums is advertised to meet personal preference (e.g. phone based/ digital/ in person options).</p>	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
Marriage and civil partnership	Ne	This is a universal service for all school aged children and young people.	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings
Pregnancy and maternity	P	This is a universal service for all school aged children and young people' including additional support for pregnant school pupils and school-aged parents.	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings
Race	P	This is a universal service for all school aged children and young people. From the data we have for financial year 22-23 and 23-24 from the service, it shows a higher representation from Ethnic	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
		Minority groups. This will continue to be monitored.		manage delivery throughout regular review meetings
Religion or belief	P	This is a universal service for all school aged children and young people.	<p>Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.</p> <p>The service has regular CPD and has access to a cultural competence e-learning programme for healthcare professionals in the NHS.</p> <p>And reading: The Department of Health and Social Care Religion or belief: A practical guide for the NHS, and The Royal College of Nursing created A guide to cultural and spiritual awareness.</p>	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings
Sex	P	This is a universal service for all school aged children and young people. From the data we have for financial year 22-23 and 23-24 from the service, it shows a slightly higher number of females accessing the service than males.	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to manage delivery throughout

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
				regular review meetings
Sexual Orientation	P	This is a universal service for all school aged children and young people. School nurses provide wellbeing support to young people who might be exploring their sexuality.	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings
Could other socio-economic groups be affected?				
Carer Low income groups Veterans/Armed Forces Community Other	Ne	This is a universal service for all school aged children and young people.	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings

Reviewed Characteristic	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of impact	Actions to address negative impact or promote positive impact (use section 8 table)	Owner of action/ Timescale
Children that we care for	P	The School Health Nursing Service provides annual health reviews and mid-year reviews for children that we care for.	Delivery and outcomes will be managed and monitored within the Sandwell Public Health commissioning team.	Ensure provider address service delivery requirements and continue to manage delivery throughout regular review meetings

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then please move to Sections 6.

<p>5. What actions can be taken to mitigate any adverse impacts?</p> <p>N/A</p>
<p>6. Section 6: Decision or actions proposed</p> <p>N/A</p>
<p>7. Monitoring arrangements</p> <p>Service performance will be monitored at quarterly contract review meetings with regular reporting on key performance indicators, service quality improvements, audit recommendations and service user feedback. In addition informal monthly meetings and project specific meetings occur between the provider and commissioning team.</p>

Section 8 Action planning (if required)

Question no. (ref)	Action required	Lead officer/ person responsible	Target date	Progress

If you have any suggestions for improving this process, please contact EDI_Team@Sandwell.gov.uk