

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: Strategic and Corporate Service, Strategic Commissioning:
Public Health Commissioning

Name of decision, policy, procedure, project or service: The Flete Unit, Margate –
Replacement Sexual Health Site

Responsible Owner/ Senior Officer: Victoria Tovey, Lead Commissioner for Public
Health

Version: V0.2

Author: Matthew Wellard

Pathway of Equality Analysis:

- 2015 Project Advisory Group approval to identify an appropriate sexual health site in Thanet to meet the needs of the local area.
- Undertaking of comprehensive sexual health needs analysis December 2017- March 2018

Summary and recommendations of equality analysis/impact assessment.

- **Context**

In Thanet, specialist sexual health services are delivered over three separate sites each offering a service aspect during a part of the week. The sites are Newington Road Clinic, College Road Clinic and the Queen Elizabeth Queen Mother Hospital. None of the sites are fit for purpose due to a lack of facilities and/or capacity to offer an integrated sexual health service which can meet the needs of the Thanet population in one site.

- **Aims**

The aim is to establish a new dedicated site for an integrated specialist sexual health service at the Flete Unit within the grounds of the Queen Elizabeth Queen Mother Hospital. This will consolidate the existing offer across the three existing sites and enhance the offer to the Thanet population.

- **Summary of equality impact**

The impact of the service change from two of the sites will be minimal due to their close proximity to the new site. The third site, located in Ramsgate, is further afield however, the site is offering a limited level 2 sexual health services 2 days a week. There will be a need for the users of this service to travel further currently than when the new site is operational. Outreach targeted in Ramsgate at protected groups can mitigate this risk.

Adverse Equality Impact Rating Low

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning **The Flete Unit, Margate – New Sexual Health Site**. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

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Head of Service



Signed:

Name: Victoria Tovey

Job Title:

Lead Commissioner

Date: 04/05/2020

DMT Member



Signed:

Name: Andrew Scott-Clark

Job Title:

Director of Public Health

Date: 04/05/2020

Part 1 Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age		The burden of STI testing is highest amongst the 20-24 year olds. It is probable that they undertake the most STI testing because of promotion of chlamydia screening to this group. Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		Medium impact as service users may have to use and pay for public transport to access the service which before was accessible on foot. Positive impact as the service offer at the new site will be greater than the three existing sites combined. Site is external to the hospital to provide a discrete service.
Disability		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		Positive impact as the new site will be constructed to be accessible for people with disabilities in compliance with The Equality Act 2010. It will offer quiet spaces for those with learning disabilities and/or mental health needs who may feel nervous about attending a clinic. This could be mitigated by providing an online virtual tour of the site and introduction to potential users. This could be

				mitigated by being and promoting that it is a mindfulness site.
Sex		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		Positive impact as the service will be responsive to individual needs. This will improve local access and reduce the need for travel to services in Canterbury or Maidstone.
Gender identity/ Transgender		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		Positive impact as the service will be responsive to individual needs including gender identity. For example, the inclusion of a unisex toilet.
Race/Ethnicity		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		Positive impact as this will provide an increased and local service offer. Moreover, this will provided from a standalone building outside of main hospital building. Site also includes an upstairs facility with quiet room for those that may be nervous about attending.
Religion and Belief		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or		The specialist integrated sexual health services will be provided through a single confidential appointment which are responsive to individual need.

		pharmacy will need to travel 4.2 miles to the integrated service in Margate.		.
Sexual Orientation		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		The service offer will increase provision available for the different population groups.
Pregnancy and Maternity		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		A service on this site may provide opportunity for a contraception offer for those who have delivered a baby at QEQM. Site will offer baby changing facilities.
Marriage and Civil Partnerships		N/A		N/A
Carer's Responsibilities		Those individuals requiring a specialist sexual health service in and around Ramsgate that cannot be delivered by a GP or pharmacy will need to travel 4.2 miles to the integrated service in Margate.		Medium impact as carer may not be able to travel distance from Ramsgate to new site.

Part 2

Equality Analysis /Impact Assessment

Protected groups

People accessing the existing service in Ramsgate may be negatively affected by the change as additional travel (3 miles) will be needed. The integrated specialist sexual health service offer would be responsive to the differing needs of individuals which could be accessible in a single appointment. However, as the Ramsgate site is offering a limited level 2 sexual health service 2 days a week there will be a need for the users of this service to travel further currently than when the new site is operational.

People accessing services at College Road and QEQM (Minnis Bay) should benefit from the change as the new site is either on the same grounds or extremely close to the existing sites and will offer the Thanet population an enhanced service.

Information and Data used to carry out your assessment

Sexual Health Needs assessment which consolidates data across

- CTAD
- GUMCAD
- LASER
- Service provider data
- PHE fingertips*
- NHS digital*
- ONS*
- Published literature*

Google Maps Drive Times and Public Transport Times

Current Service Offer

Who have you involved consulted and engaged?

Service Providers

User service feedback

Sexual Health Consultants and Specialists

KCC Infrastructure Division

Analysis

Thanet Demand

The Kent Sexual Health Needs Assessment shows demand for services in 2016 by local authority in Kent. This identified Thanet district to have the highest rate of attendance per 100,000 population at 4,863.1. This includes services attended out of area.

In Thanet there has been a 13.5% slope increase in the diagnosis of gonorrhoea compared to a 11.3% increase in Kent over the five-year time frame 2014-2018. The diagnosis of all new STIs has decreased over the same time period in Thanet district by 2.5% and in Kent by 2%. That said in

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2018 an increase was seen in Kent and Thanet which is reflection of the use of the online testing service.

Clinic attendance figures (Figure 1) demonstrate the site offering the Level 3 service (QEQM - Thanet) recorded the highest attendance figures over the 2018/19 year. Over the 2018-19 year all clinics also had high levels of utilisation. The clinic offering the Level 3 service (QEQM – Thanet) had the highest utilisation figure out of the three. As the other clinics offer a part level 2 service it could be reasoned there is a greater need for a Level 3 service in Thanet considering the service is only offered two days a week. Where the service is unavailable in Thanet, patients are redirected to The Gate in Canterbury to receive their sexual health care creating additional demand in Canterbury. It is expected that a new Thanet site will also bring benefits to other sites that have had to pick up the unmet need from Thanet.

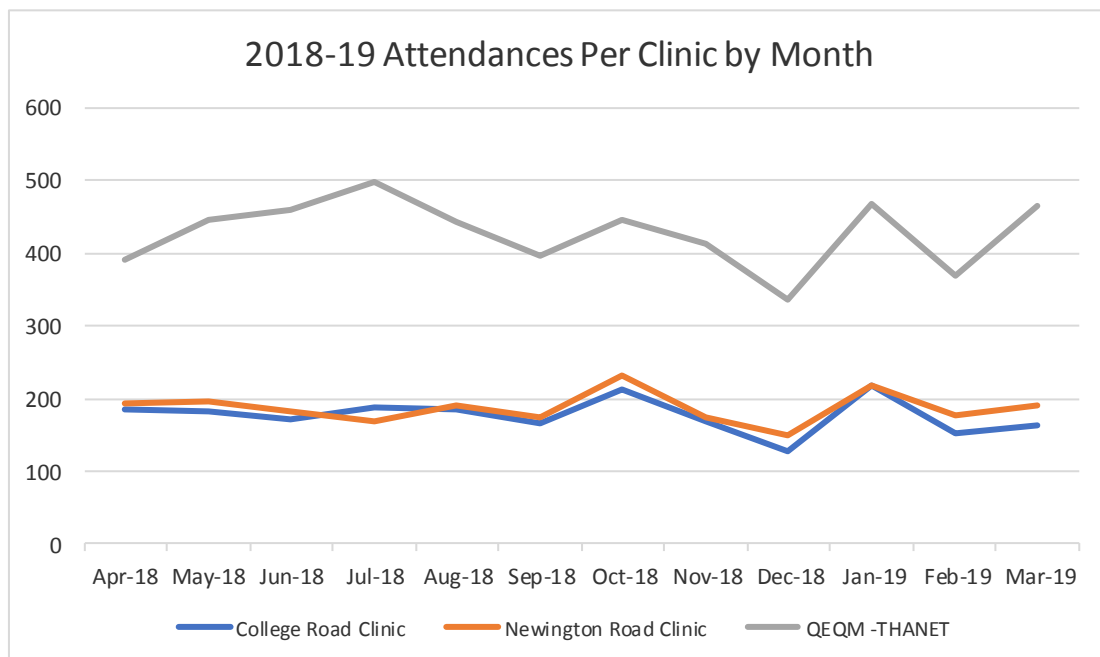
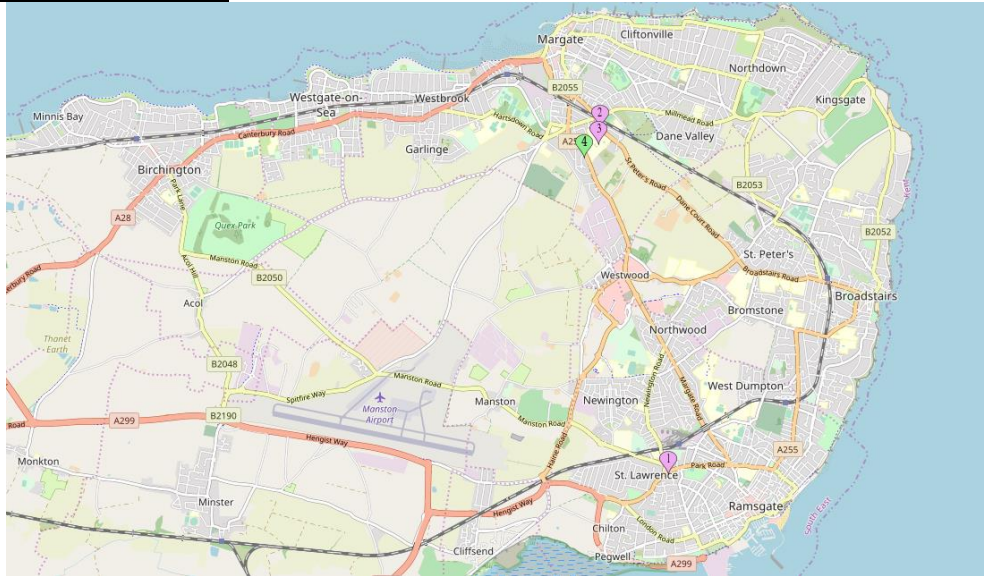


Figure 1

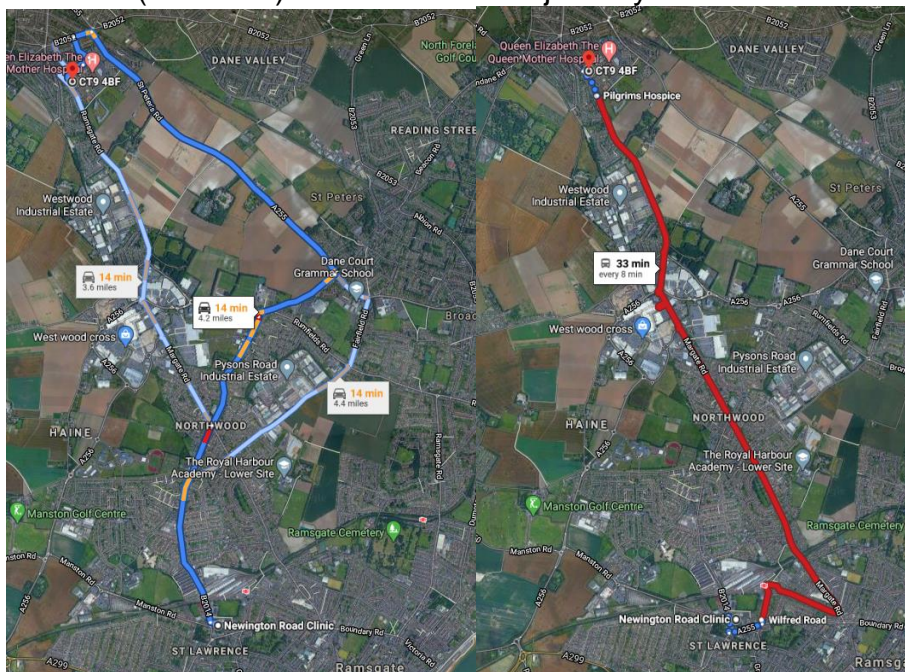
Location of services



The distance from the College Road Clinic to the new Flete Unit site is a 11-minute walk or 2 minute car journey.

The Minnis Bay clinic and the new Flete Unit are on the same site and therefore there is no change in travel time.

The Newington Road clinic is located in Ramsgate and this move will have the biggest impact out of the three. Ramsgate has train links to Margate and the distance between the Newington Road clinic and the new Flete Unit is either a 14-minute drive (4.2 miles) or 33-minute bus journey.



Service Offer and Service Access

Current services are offered over a split site split day, offering a fragmented service to the population of Thanet – see below:

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	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Total Hours Open
Newington Road, Ramsgate	10.30-15.00		09.00-19.00				14.5
Minnis Bay Clinic, QEQM, Margate		09.00-15.00			09.00-16.00		13
College Road, Margate	17.00-19.00		17.00-19.00	13.30-18.30		10.00-12.30	11.5

The new site would consolidate and expand the offer to the Thanet population, offering more extended hours to the Thanet population opening Monday to Saturday (excluding Thursday).

College Road and Newington Road Clinic offer a part level 2 and are unable to offer Long Acting Reversible Contraception because of the lack of access to oxygen therapy which subsequent guidance has required. The QEQM site is able to offer a Level 3 GUM and HIV service but only for two days a week. The Flete Unit will enable the provider to expand the service offer and availability to the Thanet population as the site will offer.

- 6 clinical rooms
- Dedicated laboratory and pharmacy
- Dedicated HIV room
- Dedicated Psychosexual Therapy room
- Large open plan, welcoming reception room
- Quiet/multi-purpose room
- Dedicated office space and meeting rooms
- Extended opening hours as to meet the demand of the local population

The Flete Unit Access

- Stagecoach runs a looped bus service in Thanet running between every 8 to 10 minutes Monday to Friday and every 10 to 20 minutes on Sundays and bank holidays. The service stops at all major points including Cliftonville, Broadstairs, Ramsgate, Westwood, QEQM Hospital, Margate. The service runs from 5.30am to 12am Monday to Friday and 6.30am to 12am Saturday and Sunday. The service has low floor access and disability access. The service offers student tickets and free passes for disabled people.
- The site has ample parking which is charged at £2.30 for the first hour and then 20p for every 12 minutes thereafter up to a maximum value of £10 per 24 hours. The first 20 minutes are free. The site has designated disabled bays at a fixed cost of £2 per day.
- The closest railway station is Margate for which it is a 12-minute bus ride to The Flete Unit
- The Flete Unit will be renovated to ensure the it is Equality Act 2010 compliant.

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This document is available in other formats, please contact
matthew.wellard@kent.gov.uk

- The Flete Unit is external to the main hospital unit situated in it's own building which will offer a less intimidating more discrete site.
- The Flete Unit will be open 5 days a week with early morning and after work hours to improve access.

Population details

Although everyone who is sexually active is at risk of exposure to a sexually transmitted infection, the sexual health needs assessment highlighted the greatest burden of infections is typically borne by the below protected groups

- Those aged 20-24
- Men who have sex with men (MSM)
- Black Asian and minority ethnic groups (BAME)

HIV tests have the highest uptake amongst MSM. Those at high risk of contracting HIV are also eligible for PrEP which will be rolled out as routine commissioning in the 2020/21 year.

Uptake of cervical screening is lower amongst BAME groups. The needs assessment also recommends exploring opportunities to integrate wider HIV testing amongst the BAME community.

Other Services

KCC offers other sexual health services which include a mix of face to face and virtual delivery. These increase access to services in some of the harder to reach places. Services include

- Online STI testing
- Post to home condom programme
- Sexual Health Outreach
- Post to home chlamydia treatment
- EOC and chlamydia treatment at pharmacies
- LARC procedures at GP practices.

Adverse Impact,

Adverse impact has been outlined in Part 1 and action plan created below to mitigate the adverse impacts.

Positive Impact:

Services to the Thanet area will increase with the move to a new site. All existing sites are not fit for purpose and are not currently meeting the demand and needs of the Thanet population. The new site will increase the offer via

- Dedicated sexual health level 3 hub able to meet demand and extend offer
- Dedicated HIV services throughout the week
- Improved access to specialist sexual health services
- Consistent point of delivery at easily accessible site.
- New Psychosexual therapy service in Thanet

JUDGEMENT

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken

Internal Action Required YES

There is potential for adverse impact on protected groups that were only accessing Ramsgate sexual health service and may not travel to the new site. Actions have been identified to address this.

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
All	Service move out of Ramsgate on Monday and Wednesday	Sexual Health Outreach need to be assessed by provider in Ramsgate with services tailored as needed in Ramsgate to educate and deliver low level sexual health services. The offer of online services available needs to be promoted prior to service change.	Community accessing local service in Ramsgate can continue to do so through Outreach team Community will have increased awareness of online and/or local accessible SH services	KCHFT	Ongoing	None
		User views to be continually captured to inform site development/design	Site designed to meet user need and increased awareness of offer	KCC	Ongoing	None

Have the actions been included in your business/ service plan?

Although the Thanet project is included in business plans. specific actions have not been listed. Actions from the EQIA will be monitored as part of the regular project meetings.

These actions will be picked up at part of quarterly performance reviews at the appropriate time and will be continually monitored.

Appendix

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Sexual health needs assessment is available at https://www.kpho.org.uk/_data/assets/pdf_file/0006/89151/Kent-sexual-health-needs-assessment.pdf

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published .

The original signed hard copy and electronic copy should be kept with your team for audit purposes.