

EIA for Proposed Ending of Service Contracts for Targeted Sexual Health Promotion/Education: Impact on Equality Groups

The services affected by proposed changes are primarily targeted at groups of people/communities with protected characteristics under the Equality Act 2010. Due to the nature of these services, it is likely that there may be an impact on at least one or more of the Equality Groups. Organisations potentially affected may also deliver other services that are not commissioned by Derby City Council. The ending of service contracts for targeted sexual health promotion/education may therefore potentially affect the provider's ability to deliver those services not commissioned by Derby City Council.

Scale of any negative impact:

This document summarises the impact that potential ending of service contracts for targeted sexual health promotion/education would have on each specific Equality Group. This has been done by:

- Looking at the service according to the support provided to the main Equality Group
- If a service provides a significant level of support for a second Equality Group then it will be listed under both Equality Groups
- Capturing the impact that ending of Derby City Council service contracts for targeted sexual health promotion/education will have on Equality Groups accessing other services provided by the affected organisation but not commissioned by Derby City Council.

Scale of any negative impact:

Based on the budget proposals set out in the public consultation, the ending of service contracts for targeted sexual health promotion/education are likely to have a negative impact on people from the identified Equality Groups. The extent of this impact will depend on any mitigating action taken by the Council or organisation affected.

Derbyshire Friend has explicitly stated that the ending of the Derby City Council service contract would destabilise the charity significantly and in turn, it would no longer be financially viable for the charity to continue.

EQUALITY GROUP: AGE				
Services where younger or older people are the primary user group or make up a significant proportion of the user group:				
Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
Derbyshire Friend	<p>Derbyshire Friend provides a specialist LGBT Youth Service aimed at young people aged 24 years and under. Core activities include:</p> <ul style="list-style-type: none"> • Specialist LGBT group support for young people • One-to-One sessions • Young people outreach service • School based education and awareness sessions • Training for professionals working with young people including schools, colleges and youth services • Specialist 'online' outreach for young people • Sign-posting and referral to other health and wellbeing services • C-Card condom distribution scheme for young people • Chlamydia screening test kit distribution • Long-term support and resilience building • Providing 'Safe Space' for young people <p>The specialist youth service aims to promote education, awareness and knowledge based around the needs of young people in the LGBT</p>	<p>20% of service users are aged under 18 years</p> <p>24% of service users are aged between 18 & 24</p>	Derby City Council	Negative

	<p>community. This includes supporting young people on issues they may face around:</p> <ul style="list-style-type: none"> • Identity, confidence, self-esteem and self-worth • Isolation, bullying & harassment • Lack of appropriate sexual health information for young people in the LGBT community and reluctance to access mainstream sexual health services • Safeguarding and sexual exploitation • Mental health issues including depression, self-harm and eating disorders and suicide risk • Personal development and educational attainment <p>Loss of these services will have a significant negative impact on young people as it will potentially reduce awareness and knowledge around sexual health, reduce opportunities to sign post and access sexual health services and increase the chance of risk taking behaviour among young people.</p> <p>The EIA team also acknowledge the wider potential for negative impact on young people from the loss of local specialist education, support and advice around broader health and wellbeing issues. There are no other specialist LGBT young people services in Derby and loss of these services would result in young people being forced to travel to Chesterfield, Nottingham or Burton-upon-Trent to access equivalent service provision.</p> <p><u>Specialist Training</u></p> <p>In addition to this, Derbyshire Friend also provide bespoke and specialist training around young people LGBT awareness for Derby adoption and fostering services by regularly holding education and training sessions for staff and prospective carers. All new foster carers receive LGBT training and there is currently no other organisation in Derby that would be able to</p>	<p>Foster care training 2-3 times or more per year depending on demand. Approximately 10 foster</p>	<p>Derby City Council</p>	<p>Negative</p>
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	<p>replace this provision. Loss of this specialist training for other services has the potential to impact other organisations/services and their potential to fulfil equality duties.</p> <p><u>Older People:</u></p> <p>Derbyshire Friend provides specialist support for the LGBT community aged 50 years and over. This includes group support and one-to-one sessions aimed at improving sexual health information, building confidence and reducing isolation, supporting issues around mental health and identity and supporting those people who may be going into residential care. These services are delivered in partnership with Age UK services and loss of this service would mean that there is no other alternative LGBT support network for older people in Derby.</p>	<p>carers per session</p> <p>23% of service users are aged 50 years and over</p>	<p>Derby City Council</p>	<p>Negative</p>
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EQUALITY GROUP: DISABILITY

Services where people with a disability are the primary user group or make up a significant proportion of the user group:

Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
<p>Derbyshire Friend</p>	<p>Core services provided to all service users with a disability include:</p> <ul style="list-style-type: none"> • One-to-One support • Group support sessions • Access to and provision of condoms • Access to specialist information and support <p><u>Mental Health</u></p> <p>Derbyshire Friend services provide significant support for the mental health and wellbeing of service users; 2 in every 5 LGBT people have a mental health condition and 50% of Derbyshire Friend's long term case</p>		<p>Derby City Council</p>	<p>Negative</p>

	<p>work involves mental health support.</p> <p>Members of the LGBT community are at increased risk of depression, stress, anxiety, self harm, eating disorders and suicide along with other mental health issues. It is also more likely that they will experience discrimination, prejudice and engage in risk taking sexual behaviour but they are much less likely to access mainstream sexual health services. Derbyshire Friend work with Derbyshire Healthcare Foundation Trust to provide a specialist drop in session and support for people in the LGBT community with mental health issues. Loss of these services will potentially lead to an increase in risk taking sexual behaviour and reduced access to sexual health services for those people in the LGBT community with mental health conditions. In turn this will potentially increase the strain on other providers of sexual health and mental health services.</p> <p><u>Learning Disabilities</u></p> <p>Derbyshire Friend work with people in the LGBT community who have learning disabilities. This can often be a high risk group who are at risk of sexual exploitation and engage in sexual risk taking behaviour but are less likely to access mainstream services due to lack of understanding around sexual health, sexuality and learning disabilities. Derbyshire Friend provides support, awareness and education around sexual health and safeguarding for service users/carers and often facilitate access to other mainstream sexual health services.</p> <p><u>HIV & Other Long-Term Conditions</u></p> <p>Derbyshire Friend work with those people living with HIV and other long-</p>		<p>Derby City Council</p>	<p>Negative</p>
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	<p>term conditions to improve education, awareness, knowledge and signposting around sexual health issues. Men who have sex with men remain at increased risk of developing HIV. Loss of this service will potentially have increased impact on people living with HIV due to the additional proposed ending of service contracts for sexual health promotion and education services provided by Derbyshire Positive Support.</p> <p>Individuals of multiple characteristics experience greater health inequalities and discrimination.</p>		Derby City Council	Negative
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EQUALITY GROUP: GENDER

Services where men or women people are the primary user group or make up a significant proportion of the user group:

Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
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<p style="text-align: center;">Derbyshire Friend</p>	<p>Derbyshire Friend provide specialist support for those service users who fall outside binary gender identities and do not associate their identity with male, female or trans genders. This is unique support around sexual health and navigating the barriers to accessing mainstream sexual health services, which are often not well prepared for understanding the sexual health needs of this user group. This support is not offered by any other local organisation and loss of this service would result in service users having to travel to Manchester or London to seek equivalent support.</p> <p><u>Women</u></p> <p>Derbyshire Friend do focused work supporting the needs of lesbian and bisexual women. This work includes specialist information and support, sign-posting/referral and provision of Women's Safer Sex Packs. Lesbian and bisexual women are less likely to feel they need to access sexual health services due to assumption made by service providers and society over the sexual health needs of this group. STI transmission still takes place between women, and many lesbian and bisexual women are likely to have had a male sexual partner in their lives. . There are no other equivalent local services for lesbian and bisexual women.</p> <p><u>Men</u></p> <p>Gay, bisexual and men who have sex with men are at increased risk of STIs, HIV due to increased sexual risk taking behaviour. Derbyshire Friend carry out unique and focused work around behaviour change, education, awareness, HIV/STI prevention, access to specialist sexual health resources and sign-posting/referral for gay, bisexual and men who have sex with men.</p> <p>Loss of these services will have a significant negative impact on men,</p>	<p>65% of service users are men</p> <p>35% of service users are women</p>	<p>Derby City Council</p>	<p>Negative</p>
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	women and those people who do not identify with a specific gender.			
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EQUALITY GROUP: MARRIAGE & CIVIL PARTNERSHIP

Services where People who are married, or in a civil partnership are the primary user group or make up a significant proportion of the user group:

Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
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Derbyshire Friend	<p>Derbyshire Friend provide support and sign-posting to other services those people who are married or in a civil partnership and who may be dealing with issues around sexuality or sexual health issues related to partner notification and sexual behaviour. There may be referral to Derbyshire Positive Support for rapid point of care HIV testing where needed.</p> <p>Due to nature of client base, there are an increasing number of service users who are either in a civil partnership or gay marriage.</p>		Derby City Council	Negative
			Derby City Council	Negative

EQUALITY GROUP: PREGNANCY & MATERNITY				
Services where people who are pregnant or on maternity are the primary user group or make up a significant proportion of the user group:				
Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
Derbyshire Friend	Derbyshire Friend provides specialist support and advice around fertility, fostering and adoption for the LGBT community. This includes professional advice to other organisations and contributing to the NHS IVF review policy.		Derby City Council	Negative

EQUALITY GROUP: RACE				
Services where people who are from an identified racial group are the primary user group or make up a significant proportion of the user group:				
Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
Derbyshire Friend	<p>Work with BME (black and minority ethnic) communities is integrated across the core services provided by Derbyshire Friend. People from BME communities are often faced with increased stigma, discrimination, homophobia/transphobia and lack of support. There can often be barriers to accessing mainstream services for BME communities and Derbyshire Friend have had increasing success providing support, particularly to Asian males, through online/website outreach support services.</p> <p>There are an increasing number of asylum seekers and refugees in Derby who seek LGBT support or who have sought asylum based on their sexual orientation. This is often not disclosed to mainstream services and Derbyshire Friend provides links and support for this community that are not provided by any other service. It was also noted that individuals with multiple characteristics often experience greater health inequalities and discrimination.</p>	<p>Around 13% service users are from the BME community although. This number is rising year on year.</p> <p>18.4 %of service users accessing One-to-One support are from BME community</p>	Derby City Council	Negative

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EQUALITY GROUP: RELIGION, BELIEF OR NONE

Services where people who have a particular religion, belief or non-belief are the primary user group or make up a significant proportion of the user group:

Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
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<p>Derbyshire Friend</p>	<p>There is often increased stigma, discrimination and prejudice related to religion and heightened need to access specialist LGBT sexual health services in this community due to religious attitudes around homophobia/transphobia. Derbyshire Friend provide support and education for those people who might be more likely to engage in sexually risky behaviour/have difficulties accessing mainstream services due to religious reasons.</p> <p>Individuals with multiple characteristics experience greater health inequalities and discrimination.</p>		<p>Derby City Council</p>	<p>Negative</p>
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EQUALITY GROUP: SEXUALITY

Services where people who are lesbian, gay or bisexual are the primary user group or make up a significant proportion of the user group:				
Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
Derbyshire Friend	<p>Derbyshire Friend provides specialist sexual health support, advice, education and awareness services for LGBT people and has had a 30 year relationship and presence in this community.</p> <p>The services provided by Derbyshire Friend include:</p> <ul style="list-style-type: none"> • Provision of specialist LGBT sexual health information • HIV prevention, education, awareness and support * • Pub/club outreach • Online outreach and mobile phone applications • Motivational interviewing and behaviour change • Group and one-to-one advice and support sessions • Improved access to sexual health resources including condoms and lube (static and interactive distribution) • Advice on accessing and referral to Genito-urinary Medicine and Contraception & Sexual Health Services. • Partner & relationship discussion and notification • Personal safety and legal advice • Sex negotiation skills • Improved access to other sexual health and wellbeing services • Provision of helpline • Education and awareness sessions • Free access to condoms and condom/lube distribution scheme at place of sexual encounter –loss of this service would potentially result in reduced condom use ** • Public Sex Environment and Public Sex Venue outreach for gay, bisexual men and men who have sex with men • Central access point for sign-posting to other health services, including smoking cessation, mental health services, drug, alcohol 	<p>2,479 total contacts 2012/13</p> <p>639 volunteer activity session delivered 2012/13</p> <p>11,500 condoms and 13,500 lube distributed 2012/13</p> <p>75 service users receiving long-term case support</p> <p>75 online outreach interventions in 6 months with known target group in Derby</p> <p>26 Public Sex Environment interventions in 6 months</p> <p>46 Interventions in total in 6 months</p> <p>75 healthy sex packs distributed in 6 months</p> <p>93% of client goals were achieved in 2012/13.</p>	Derby City Council	Negative

<p>Derbyshire Friend</p>	<p>and substance misuse services.</p> <ul style="list-style-type: none"> • Guidance for those people on low incomes returning accessing benefits or returning to work <p>Loss of these services would potentially result in irreparable damage to the existing connections, relationship and links with the LGBT community in Derby regarding sexual health awareness, education, support and access to sexual health services/resources. The EIA team recognised that much of the work carried out by Derbyshire Friend related to groups of people who were at increased risk of the consequences of sexually risky behaviour, lacked confidence in accessing mainstream sexual health services and were less likely to use condoms. Derbyshire Friend hold a pivotal role in facilitating access to mainstream sexual health services, promoting behaviour change and delivering specialised sexual health education and awareness and loss of these services may potentially result in a decline of good sexual health outcomes in the LGBT community.</p> <p>Condoms have been freely available to gay and bisexual men for over 20 years. This is a culturally accepted norm for gay and bisexual men. Withdrawing free access to condoms and lube in LGBT venues through loss of this service, without adequate behaviour change in this community, will result in increased unprotected sex and ultimately a rise in HIV and STI transmission.</p> <p>In addition to this, Derbyshire Friend also provides the following services:</p> <ul style="list-style-type: none"> • Education, awareness and training for schools and colleges • Training and education for NHS staff, adoption and foster agencies and carers. • Training and education for Derbyshire Police LGBT liaison officers and facilitating of hate crime reporting to the police • Representation of the LGBT community in Derby City Council community and diversity forums and domestic violence co- 		<p>Derby City Council</p>	<p>Negative</p>
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	<p>ordination group</p> <ul style="list-style-type: none"> • Legal and media advocacy for those people who are victims of hate crime with involvement and support provided in recent high-profile cases • Driving force behind the planning and delivery of the Derbyshire Pride event, which is unlikely to go ahead in future without the input of Derbyshire Friend. This event is used as a vehicle to promote sexual health awareness and education messages and would result in a significant loss of opportunities improve sexual health in the LGBT community. • Third party contact for other organisations to consult with regarding LGBT issues • Third party consultant for Derby City Council complaints and grievance procedure process. <p>Loss of these services would have a significant and direct negative impact on the LGBT community, as well as a negative impact on the profile of LGBT issues in the broader public and connected organisations. Derbyshire Friend are viewed as an example of excellent practice and source of specialist knowledge on LGBT issues across the region and there is currently no other equivalent organisation in Derby/Derbyshire that is able to provide equivalent support, specialist knowledge and education for those organisations receiving training on LGBT awareness/issues.</p>			
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EQUALITY GROUP: TRANSGENDER				
Services where the transgender community are the primary service users or make up a significant proportion of the user group:				
Organisation:	Service:	Activity/Service Use/Access	Funded/Commissioned by:	Impact:
Derbyshire Friend	<p>Derbyshire Friend provides a flagship service for work with the trans community. This includes specialist support around issues more likely to be experienced by the trans community including mental health issues, isolation and lack of support, substance misuse, smoking, specialist screening, sexual health education and risk of harassment, bullying and abuse. Derbyshire Friend also contribute to national steering groups and consultation panels, providing expert advice on trans issues</p> <p>DerbyshireFriend provides specialist Trans services supporting individuals through accessing specialist health services, transitioning and achieving gender recognition. This is often a period of extreme emotional stress and anxiety, exacerbated by stigma, discrimination and prejudice by society and service providers. Using a specialist trans advocate, individuals are assisted to gain the appropriate treatment and care plans to live permanently in their preferred gender. Reducing the stress and anxiety further, volunteers are used as buddies to support trans people to access</p>	14.7% of total clients	Derby City Council	Negative

	<p>services and social experiences.</p> <p>Loss of this service would mean that there is no local support for the trans community, with the nearest equivalent support service being Nottingham/Manchester</p>			
EQUALITY GROUP: LOW INCOME				
Services where people who are on a low income are a primary user group or make up a significant proportion of the user group:				
Organisation:	Service:	Activity/Service Use/Access	Funded/ Commissioned by:	Impact:
<p>Derbyshire Friend</p>	<p>There are links between the LGBT community and low income, homelessness and low educational achievement. Loss of these services would have a negative impact on those people with a low income, particularly gay, bisexual and men who have sex with men, who would no longer be able to access free condoms and would also have difficulty travelling to the nearest equivalent services in other cities.</p> <p>Derbyshire Friend also offer a large number of volunteering opportunities for those people who are out of work or on low incomes, providing support on training and returning to paid employment.</p>		<p>Derby City Council</p>	<p>Negative</p>

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*Men who have sex with men remain the group most affected by HIV with 47 per 1,000 living with the infection. HIV in the UK 2013 – PHE

<http://www.hpa.org.uk/Publications/InfectiousDiseases/HIVAndSTIs/1311HIVintheUk2013report/>

- New diagnoses among MSM continued to rise and reached an all time high of 3,250 in 2012.
- This reflects both on-going high levels of HIV transmission and an increase in HIV testing. – This indicates that the work being done is effective yet there is a lot still to be done.
- Almost half diagnosed at first test – Indicator that many who require an HIV test is yet to seek one.
- 29% of MSM newly diagnosed with HIV had concurrent acute STI compared to 11 % Heterosexual Men and 9% Heterosexual Women

Late Diagnosis – Public Health Recommendations

<http://www.lgf.org.uk/policy-research/the-lgbt-public-health-outcomes-framework-companion-document/>

- **Derbyshire Friend Sexual Health Survey. Where do people get condoms from? 52.9% LGBT Pub and Club, 41.8% Derbyshire Friend, 21.6% GUM and 11.8% Sauna. Derbyshire Friend distributes condoms weekly to the pub and club and sauna so without DF this facility will also go. When asked if having

to pay for condoms would cause them to use condoms less, 33% (1/3) of respondents stated that they would use condoms less with 46.4% Of those who had Unprotected Anal Intercourse in last 12 months said that they would use condoms less if they had to pay for them.

Further reference: Sexual Health Survey December 2013

- In the last 12 months how many times have you had Unprotected Anal Intercourse (UAI) - 54% Have had UAI in last 12 months.
- 50% of those who had UAI in last 12 months said that they did so due to factors other than being with a regular partner.
- The Top reasons being due to: Drug and Alcohol intake, Feels better without a condom, Felt very upset or going through a bad time and that they got carried away in the heat of the moment
- 64% reported not regularly going to GUM with 24.5% never attending GUM services.
- When asked where individuals get their sexual health information from: 53.1 % said Derbyshire Friend, 44% stated online with 24% stating GUM and only 4% stating CASH.

Derbyshire Friend Health Needs Assessment 2012.

- 36.7% of gay men reported never having an HIV test yet only 8.1% said they didn't know where to go for a test. This highlights additional barriers to testing to be overcome.