

## Template for Impact Assessment Level 1: Initial screening assessment

<b>Subject of assessment:</b>	Flu Vaccination Programme			
<b>Coverage:</b>	Middlesbrough Council Wide			
<b>This is a decision relating to:</b>	<input type="checkbox"/> Strategy	<input type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input type="checkbox"/> Programme	<input checked="" type="checkbox"/> Project	<input type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
<b>It is a:</b>	<b>New approach:</b>	<input type="checkbox"/>	<b>Revision of an existing approach:</b>	<input checked="" type="checkbox"/>
<b>It is driven by:</b>	<b>Legislation:</b>	<input type="checkbox"/>	<b>Local or corporate requirements:</b>	<input checked="" type="checkbox"/>
<b>Description:</b>	<p>Insert short description, using the following as sub-headings:</p> <ul style="list-style-type: none"> <li>Key aims, objectives and activities Roll out a cost and time effective Flu Vaccination programme with capacity to vaccinate up to 1500 employees, reduce absence levels and time lost to self-isolation due to similarity in Flu and Covid-19 symptoms. Reduce pressure on local health and Social Care services and protect our vulnerable and at risk service users by minimising transmission rates from our front line workers directly to them.</li> <li>Statutory drivers (set out exact reference) Non-direct, however the Council will be required to ensure compliance in accordance to Public Health Flu Vaccine guidelines.</li> <li>Differences from any previous approach The previous vaccination programme was on a much lower scale. In 2019 the Flu programme saw the administration of 180 vaccines, these were available to front line employees only.</li> <li>Key stakeholders and intended beneficiaries The key beneficiaries are Middlesbrough Council employees, however we anticipate the programme to have a wider positive impact outside of Middlesbrough Council. Through less strain on local Health and Social Care services, a minimising of the risk of South Tees vulnerable and at risk service users, who are in receipt of front line services from Middlesbrough Council.</li> <li>Intended outcomes The delivery of a demand led flu programme, with an aim of achieving 1500 vaccines.</li> </ul>			
<b>Live date:</b>	November 2020			
<b>Lifespan:</b>	1 November 2020 to January 2021			

**Date of next review:**

August / September 2021

Screening questions	Response			Evidence
	No	Yes	Uncertain	
<b>Human Rights</b> Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?*	X	<input type="checkbox"/>	<input type="checkbox"/>	The scheme is not mandatory and staff will make a choice to request a vaccine.
<b>Equality</b> Could the decision result in adverse differential impacts on groups or individuals with characteristics protected in UK equality law? Could the decision impact differently on other commonly disadvantaged groups?*	X	<input type="checkbox"/>	<input type="checkbox"/>	The scheme will be open to all employees who do not fulfil any other NHS eligibility criteria, on that basis anybody who wants a Flu vaccine can access one irrespective of characteristics or groups either through Middlesbrough Council or the NHS scheme.
<b>Community cohesion</b> Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?*	X	<input type="checkbox"/>	<input type="checkbox"/>	The programme is internal to Middlesbrough Council, no negative impacted anticipated.
<b>Next steps:</b> ➡ If the answer to all of the above screening questions is No then the process is completed. ➡ If the answer of any of the questions is Yes or Uncertain, then a Level 2 Full Impact Assessment must be completed.				

<b>Assessment completed by:</b>	Rebecca Thompson, Senior HRBP	<b>Head of Service:</b>	Nicola Finnegan, Head of HR
<b>Date:</b>	11.09.2020	<b>Date:</b>	11/09/2020

\* Consult the Impact Assessment further guidance appendix for details on the issues covered by each of these broad questions prior to completion.