



Equalities Impact Assessment Outreach 2007

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Introduction

Equality Impact Assessments are carried out to help identify direct and indirect and institutional discrimination.

It is a legal duty to undertake Impact Analysis as part of the Race Relations Amendment Act 2000. Hounslow Council has extended this to cover other equalities such as Age, Ethnicity, Disability, Sexual Orientation, Gender and Faith and community groups.

This report will look at the service provided by the Gay Men's Project Outreach team to the communities of men who have sex with men (MSM) in Ealing, Hammersmith & Fulham and Hounslow (EHH).

It sets out to outline the findings of the impact assessment into outreach work by the Gay Men's Project in the period covering April 2003 – to September 2005.

Gender and Sexual Orientation are not addressed within this report as by definition the project works with men who have sex with men (MSM). A very limited amount of data is collected on Faith.

It seeks to outline areas needing further development in order to consult members of the community on how these issues should be addressed.

Background to Outreach Work

The broader aim of outreach is to reduce HIV transmission among MSM (men who have sex with men) a high prevalence group.

The purpose of the Projects outreach work is to provide information on sexually transmitted infections (STIs) including HIV on a one to one basis, referral to services including three local sexual health clinics, and to consult gay and bisexual men using commercial gay venues. The workers go out of the office environment to interact with MSM in gay bars and clubs.

This includes giving men condoms and lubricants, which are practical means to avoid HIV transmission. It includes working within a Harm Minimisation framework. Providing information and strategies to reduce the risk of infection does this. Men are encouraged to reflect on the circumstances when they put themselves at risk. It is about encouraging behaviour change to reduce risk.

Outreach has taken place in EHH since October 2001. There were seven venues then. Four have continued as gay venues and three have closed or been replaced

by others. At the time of writing the outreach team work in eight bars including venues popular with Black and Minority Ethnic (BME) men. It has not been constant as commercial premises open and close with sometimes surprising speed. This has an effect not only on the planning and delivery of services but also on the number and type of client that can be reached as some venues may attract younger men or more men with HIV or more Asian or Black men.

The Service

The outreach service is contracted to deliver 66 sessions per year. (See Astor Appendix 1)

A quarterly rota is planned to take place in venues at times to allow access to the greatest number of men, namely evenings and weekends. Depending on the venue capacity two or three workers are scheduled to work at each session.

In 2003 as a result of an identified need and to encourage access from those communities GMP recruited an Asian and a Black Men's worker in addition to a Spanish and Portuguese speaker already recruited.

The Outreach Team consists of a part-time worker and seven sessional workers. The ethnic breakdown of staff is 25% Black, 25% Asian, 37.5% White other and 12.5% White.

Data collection

Data is collected in a number of ways. The Gay Men's Project runs a free condom and lube service within EHH called 24s. Those joining the 24s condom scheme provide a minimum of name, ethnicity and borough of residence. They are prompted and encouraged to volunteer more information including age, whether they consider themselves to be disabled and preferred language for communication.

The advantage to the EHH Gay Men's Project of signing up members in this way is that it has provided the Project with a growing database of local gay and bisexual men. This currently stands at approximately 2000 men.

Outreach staff also collects data on clients they come into contact with (See Appendix 2 Individual Contact form). This is more informally gathered in conversation but with an emphasis on collecting data on ethnicity, age, and borough of residence. The detail of the intervention is also recorded. Typically these interactions would be about the correct use of condoms or information on Sexually Transmitted Infections (STIs).

This report will use data collected over the years April 2003-04, April 2004-05 and the first two quarters (April to September) of 2005-06 using both the "24s" database, and outreach data.

Ethnicity

National Census categories are used to define ethnicity. The ethnicity targets used for outreach and 24s membership are based on local population Census and Sigma Research data (Out and About Sigma 2003) for gay and bisexual men in London. The target range is set between the lowest and highest estimates for ethnicity expressed as a percentage.

The target ranges are:

Asian men 6.7 - 19.8%
Black Men 1.5 - 8.0%
Mixed heritage 2.7 - 3.4%
Other 3.5 – 4.5%
White 65.3 – 84.5%

To increase access by BME communities the Outreach team worked in venues such as Bootylicious (a club in Central London popular with the Black MSM community) Club Kali (popular with the Asian community) and Exilio (Spanish and Latin American Communities).

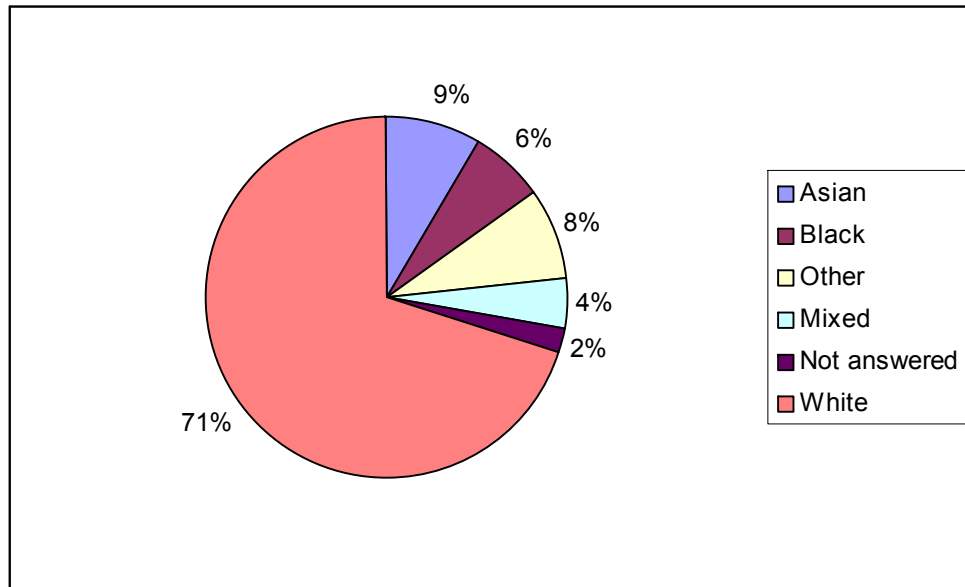
As a result of a Language Audit for Gay & Bisexual Male Service Users that identified as a high priority written resources in Spanish and Portuguese 24s membership information and leaflets were translated into those languages.

Care is taken that materials used and distributed are inclusive and accessible with regard to imagery and language. Referrals information is appropriate. The link between ethnicity and language is acknowledged.

The GMP Outreach Team and The Naz Project London (a sexual health and HIV organization working with BME and Refugee communities) work together (Kali and Exilio) and are able to make use of specific workers cultural knowledge and language skills.

The outreach service notes the ethnicity of men we come onto contact with in two ways. Ethnicity is recorded on 24s forms from men recruited in venues.

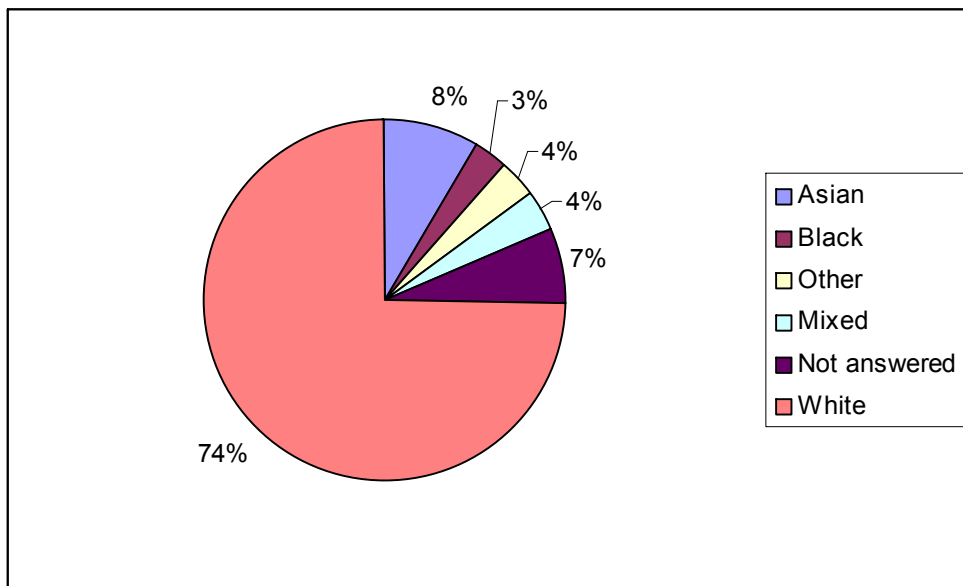
1. Ethnicity of 24s members from venues April 2003-September 2005 (n=1050)



Asian, Black, Mixed and White targets were met. The Other ethnicity target was over target. This is a result of men signing up to 24s in Exilio, which is a Latin American club. Latin American is recorded as "Other" ethnicity.

Workers who have significant or "in-depth" conversations with clients record ethnicity.

2. Ethnicity of in-depth contacts from venues April 2003-September 2005 (n=340)



All ethnicity targets were met within this time.
 The target for mixed race was over target.
 The White and Black targets have been consistently met.
 The Asian target was not met in 2003-04, met in 2004-5 and on target for 2005-06.

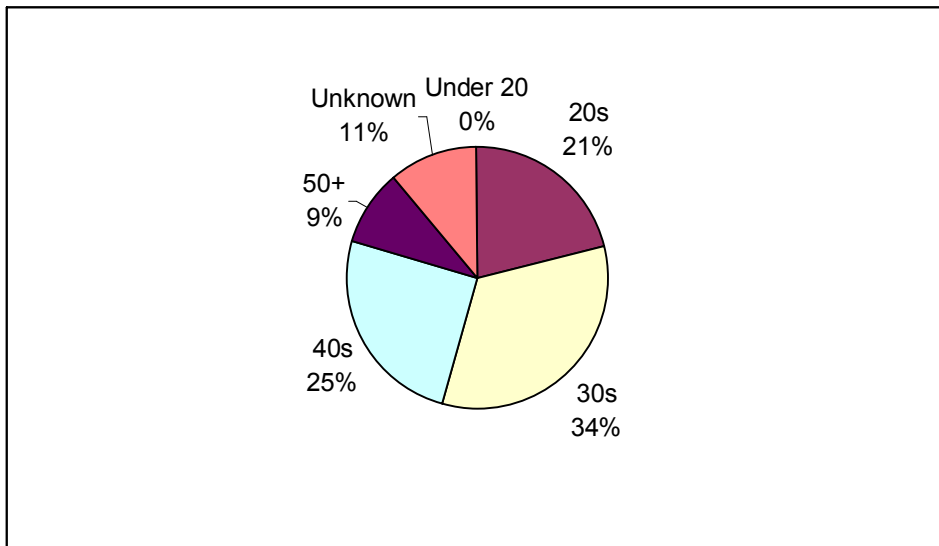
The natural resource of the present highly skilled and culturally diverse outreach team means that clients can communicate in a variety of Asian, African and European languages.

In line with an equalities review in 2005-06 front-line staff were offered Level 1 British Sign Language courses. This has been taken up.

Age

Given the legal age to buy alcohol is 18 and that outreach takes place in bars and clubs it is not unexpected that there are fewer 24s members under 20 years of age.

Age of 24s members in venues April 2003-September 2005



54% the majority of men who joined the scheme in bars were under 40.

Those over 50 made up 9% of the total recruited in venues.

The collection of the age data for in-depth contacts changed and is shown in two tables. Previously it had been collected in three broad categories – those under 25, those between 26 and 49 and those over 50 years of age.

More recently it is collected in groups of those less than 19, those between 20 and 29, those between 30 and 39, those between 40 and 49 and those over 50 years of age.

Age Table 1 - April 2003- March 2005

Age	In-depth contacts (n = 296)	
	Number	%
<25	32	
26 – 49	228	
>50	35	

Age Table 2 - April –September 2005

Age	In-depth contacts (n = 42)	
	Number	%
>19	1	
20 – 29	12	
30 – 39	18	
40 – 49	7	
>50	4	

n = 338

The age range was 18 to 75.

Disability

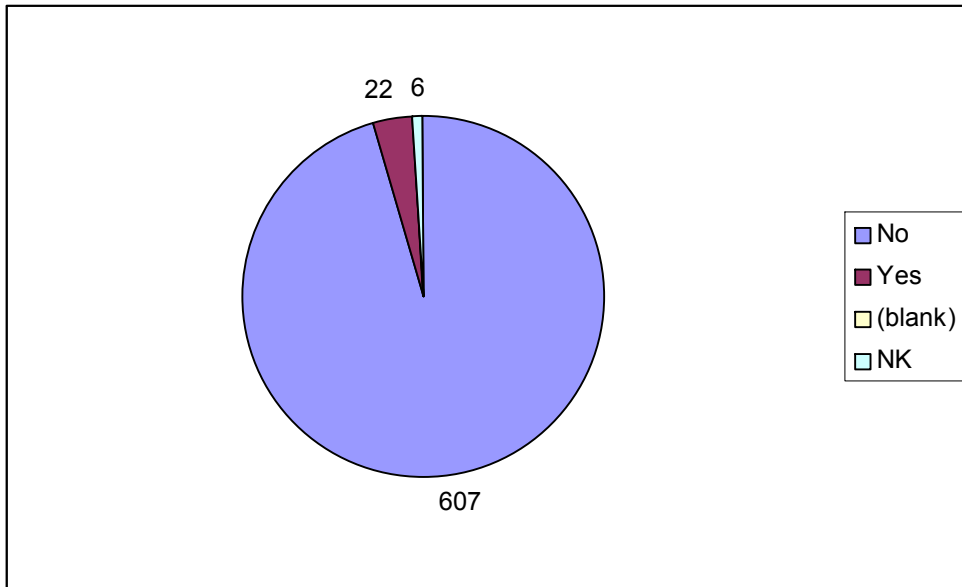
The 2001 census data for London suggested that 15.5% of people identified as living with limiting long-term illnesses, health problems, or disabilities. Outreach may not come into contact with many disabled men as this statistic reflects a larger number of older people who may not go to venues. Bars and clubs are not always easily accessible to those with mobility disabilities.

Data on disability is gathered by two means. It can be self-identified by completing a 24s monitoring form. It may also be information volunteered in a conversation between worker and client. In this case it is also self-identified e.g. if someone says they are HIV+ it is noted but not monitored as a disability unless the person says it is.

Data on disability began to be included on 24s forms from April 2004.

Data collected from 24s memberships recruited through outreach in venues showed that 3.5% (22) said they were disabled. There is no information on the nature of the disability. 95.6% (607) said they did not have a disability.

Disability data from 24s members in venues April 2004 –September 2005 (n=635)



Faith

Data is not routinely collected on Faith by the outreach service. Indeed at the time of writing there is little information on the religious profiles of gay and bisexual men in the UK.

The Equalities Impact Assessment of the 24s Service 2005 found that members were less likely to identify with a religious group or belief than the general population, with over 40% of respondents choosing 'none' in answer to the question "What is your religion?" This compares with The Homophobic & Transphobic Crime Equalities Impact Assessment 2004 figure of 44.5% who identified as having no religious affiliation.

National data could not be found comparing sexual orientation with religious affiliation. Results from a local sample of the LGBT community were that 44.5% identified as having no religion.

Conclusion and Recommendations

Ethnicity

The outreach team currently works in three venues popular with Black MSM, with Asian MSM and with Latin American MSM. We have the language and people skills. More thought needs to be given to other means of contacting these communities other than e.g. clubs with very loud music that makes communication difficult.

Age

It was found that men under the age of 20 were less likely to visit bars where GMP carried out outreach than men in their 20s or 30s. It may be useful to build closer links with LGB youth groups to raise awareness of outreach services.

It is encouraging that men over 50 could be reached by working in venues.

Faith

More consideration needs to be given to the usefulness of collecting data on faith. On the one hand a high percentage of local LGBT identify as having no religion and on the other a sizeable percentage of Black and Asian people are also faith communities. Some thought needs to be given to consider the feasibility of making contact with MSM through faith communities.

Disability

At present outreach operates in venues. Data collected through 24s membership indicates that very few men identify as disabled. This may be a result of some venues being inaccessible to MSM with mobility issues.

There is some evidence that men with disabilities are at greater risk from HIV but little evidence they are accessible via venues.

Some thought needs to be given to the feasibility of making contact with this group of MSM by other means.

Appendix 1 Astor

ASTOR TITLE	Outreach 2005-06
Aims & Intended Outcomes	To provide clear and accurate information on sexual health to gay and bisexual men All men are knowledgeable about HIV and STIs, their exposure, transmission, detection, treatment and prevention To increase awareness of local health services available to gay and bisexual men
Setting	EHH based gay venues Venues outside EHH used by key Black and Minority Ethnic groups of gay and bisexual men not accessing EHH venues.
Target Group / Customers	Gay and bisexual men attending gay commercial venues in EHH Staff of commercial venues in EHH Gay & bisexual men from Black and Minority Ethnic groups accessing venues outside EHH.
Objectives	To deliver 66 outreach sessions across all EHH venues and appropriate non-EHH venues. To distribute and improve access to printed resources To increase face to face harm reduction work with gay and bisexual venue users To develop and maintain user consultation mechanisms in local gay venues To work in partnership with other organisation to address the needs of specific target groups of gay and bisexual men To support national sexual health campaigns aimed at gay men
Resources	Total Staff Time = 1056 hours (COW = 732, SOW = 324) Staff time of partner agencies Resources Budget £1800
Monitoring	Number of outreach sessions and site visits Qualitative monitoring of in-depth face to face work Number of contacts, including ethnicity of in-depth contacts Review of venue populations via consultation work. Cost of leaflets and other resources Quarterly reports on information dissemination
Evaluation	Customer and staff satisfaction with information & outreach service Qualitative evaluation of face-to-face work.
Standards	Monitor access to service by ethnic origin (in-depth contacts) against targets as discussed in Race Equality Review. Deliver at least 9 outreach sessions in year to targeted venues for men from BME communities. Seek feedback on number of men with HIV contacted by service using future consultations
Customer Results Indicators	Number of contacts of service Overall satisfaction rating from user evaluation and feedback Compare contact rates to LGMHPP
Outcome Measures	Customer ratings of clarity and accuracy of information provided by services Number of Outreach sessions delivered against target of 66 sessions over the year.

Appendix 2 Individual contact outreach



Individual Contact Form

Date:	Venue:	Worker:
Age Estimated		
Age Given		
HIV status		
19 or younger		He doesn't know
20-29		You didn't ask
30 - 39		Untested
40 -49		HIV +ve
50 -59		HIV -ve
60+		

Borough/postcode

Brent	Hounslow	Richmond	Postcode	Other London?
Harrow	H & F	K & C		Other UK?
Hillingdon	Ealing			Other?

Type of contact

Client initiated	Worker initiated
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Issues discussed

Alcohol	Anal sex	STIs	Syphilis	HIV testing	GMP Project
Drugs	Oral sex	Hep A	Gonorrhoea	HIV/AIDS	Relationships
	Condom use	Hep B	Herpes	Other	Coming out
	24s	Hep C			Homophobia

Resources taken/ Notes

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Referrals

GU	GMP helpline	THT	Other
Health Adviser	Youth Projects	Big Up/GMFA	None
	Police	PACE	

Notes

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Ethnicity

(Please tick or write where necessary)

Asian...

- British
- Indian
- Pakistani
- Bangladeshi

Other Asian (specify) -----

Black...

- British
- Caribbean
- African
- Other Black (specify) -----

Mixed...

- White / Asian
- White / Black Caribbean
- White / Black African
- Other Mixed (specify below)

Other...

- Chinese
- Arab
- Latin / South America
- Other (specify below)

White...

- British
- Irish

Other White (specify) -----

Did you ask client if he wanted to be contacted? YES / NO

Did he want a member of GMP to follow up this contact? YES / NO

Contact name:

Contact tel:

Did the client find contact with GMP outreach useful? YES / NO