

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed: **Matt Pearce**

Directorate: **Community Wellbeing**

Individual(s) completing this assessment: **Mary Knower**

Date assessment completed: **17.4.23**

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

Joint Local Health and Wellbeing Strategy

What is the aim, purpose and/or intended outcomes of this activity?

To produce the Joint Local Health and Wellbeing Strategy 2023-2033, which sets out how the council with its partners intend to improve the health and wellbeing of Herefordshire residents over a 10 year period.

Name of lead for activity

Matt Pearce

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

Demographic information from national statistics and the Joint Strategic Needs Assessment; and consultation with partners, relevant agencies and the public.

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

Online survey conducted 31 Oct-18 Dec 2022; Face to face engagement sessions in Nov/Dec 2022; engagement with Community partnership, NHS and the Integrated Care System. Face to face engagement sessions included the following groups:

- Carers
- Care experienced young people and care leavers
- Eastern European attendees at Our Lady's Church
- Gypsy and Romany Traveller Community
- LGBTQ+
- Older people
- People living in social housing
- People with disabilities
- People with Learning Disabilities
- Afghan & Syrian Refugees
- Veterans

Summary of relevant findings

Once we had collated all the available data about the needs and issues in Herefordshire, we formulated a range of potential priorities that could be the focus of the strategy. We consulted with our partners and residents about the importance of these. There was a clear message about all the priorities being important, but 'Best Start in Life' and 'Good mental wellbeing throughout lifetime' were consistently recognised as being of prime importance. These will be the 2 core priorities of the strategy, but 6 supporting priorities will also be included.

A comprehensive engagement report has been produced detailing the responses from those who we engaged

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.**

Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	✓			The principles of equality, inclusivity, fairness and non-discrimination are embedded in the development of the strategy. Applies to all the below categories of people.
Disability	✓			As above
Gender Reassignment	✓			As above
Marriage & Civil Partnerships	✓			A priority of the strategy is supporting families as part of 'every child has the best start in life'
Pregnancy & Maternity	✓			As part of 'every child has the best start in life' priority, supporting pregnant women is a key outcome

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Race (including Travelling Communities and people of other nationalities)	✓			As per first box above
Religion & Belief	✓			As per first box above
Sex (including issues of safety and sexual violence)	✓			Safety in the community is included in the strategy and is part of the ambition to develop safer, self-supporting communities
Sexual Orientation	✓			As per first box above
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	✓			Increasing the opportunities for disadvantaged groups to have better paid work and better housing is a supporting priority of the strategy.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)	✓			Addressing health inequalities ie closing the gap between the best and worst health outcomes, is a key principle and underpinning aim of the strategy.

What actions will you take to mitigate any potential negative impacts?

Potential negative impact	Actions required to reduce/ eliminate negative impact	Who will lead on action?	Timeframe
None identified			

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

Through reviews of the strategy and its effect on the intended outcomes

When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

This EIA will be reviewed as part of the plan to review the strategy.

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

M Knower

Date signed

17.4.23