



# Equality Impact Assessment (EIA) Form

## 1. Service Area/Directorate

Name of Head of Service for activity being assessed:

Directorate: Community wellbeing

Name of lead person for this activity: Lindsay MacHardy/Kristan Pritchard

Individual(s) completing this assessment: Kristan Pritchard/Lindsay MacHardy

Date assessment completed: 31.07.25

## 2. What is being assessed

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

Suicide Prevention strategy 2025-2029

What is the aim, purpose, or intended outcome of this activity?

A Herefordshire suicide prevention strategy has been developed in collaboration with local partners, this is an all-age, countywide strategy.

The strategy highlights our collaborative commitments to suicide prevention in Herefordshire; the aim is to meet our vision –

*Our vision is to reduce suicides in Herefordshire and make our county a place where there is hope and community connection. We are committed to ensuring that the right support is available to the right person at the right time.*

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

- |   |  |
|---|--|
| <input checked="" type="checkbox"/> Service users       | <input checked="" type="checkbox"/> Visitors to the county |
| <input checked="" type="checkbox"/> Communities         | <input checked="" type="checkbox"/> Carers                 |
| <input checked="" type="checkbox"/> Children            | <input checked="" type="checkbox"/> Patients               |
| <input checked="" type="checkbox"/> All staff           | <input checked="" type="checkbox"/> All part-time staff    |
| <input type="checkbox"/> Staff at a particular location | <input type="checkbox"/> Other:                            |

Is this:

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

## 3. Background information and findings

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information, usage data, Census data, feedback, complaints, audits, research)

[Suicide](#) in England

Suicide is a global health priority, with over 720,000 lives lost annually. Every suicide is a tragedy that affects families, communities and entire countries and has long-lasting effects on the people left behind. Suicide is preventable, stigma often stops individuals from seeking help.

Suicide does not just occur in high-income countries but is a global phenomenon in all regions of the world. In fact, close to three quarters (73%) of global suicides occurred in low- and middle-income countries in 2021.

Effective prevention requires coordination across multiple sectors. With timely, evidence-based and often low-cost interventions, suicides can be prevented.

The link between suicide and mental disorders (in particular, depression and alcohol use disorders) and a previous suicide attempt is well established in high-income countries. However, many suicides happen impulsively in moments of crisis with a breakdown in the ability to deal with life stresses, such as financial problems, relationship disputes, or chronic pain and illness.

In addition, experiencing conflict, disaster, violence, abuse or loss and a sense of isolation are strongly associated with suicidal behaviour. Nationally suicide rates are also high among certain population groups

### [Suicide - Understanding Herefordshire](#)

In September 2022, the Office for National Statistics published their [latest analysis of deaths from suicide](#) in England and Wales, registered in 2021. Herefordshire saw 16 deaths by suicide registered in 2021, slightly fewer than the 27 registered in 2020 and 21 in 2019, and the same number as in 2017 and 2018. The overall suicide rate for Herefordshire has been slightly higher than the national and regional rates, but is not statistically different to England's or the West Midlands'. The rate has shown no significant trend over the last 20 years.

Similarly to national data, suicide rates in Herefordshire are much higher amongst males than females. Around three-quarters of suicides in Herefordshire are males. The highest rates of suicides in Herefordshire are in 45-64 year olds (2018-2022). The average number of deaths per year since 2001 is 18.

### [Herefordshire Joint Local Health and Wellbeing Strategy 2023 - 2033](#)

Herefordshire's joint Health and Wellbeing Strategy has identified good mental wellbeing across the life course as a priority area. Our local suicide prevention work is included within this action plan. A core Priority outcome of the Herefordshire Joint Local Health and Wellbeing Strategy 2023 - 2033 being to reduce the suicide rate.

### [Suicide prevention strategy 2019-2023](#)

Statistical data referred to throughout this strategy has been obtained from the Primary Care Mortality Database and the Public Health Fingertips tool. The deaths recorded statistically for Herefordshire relate to those who had been registered with a Herefordshire GP. This strategy seeks to prevent suicides of adults and children in the county by identifying where the key areas for development are and putting these in place through a partnership approach.

The development of the latest strategy has included -

Engagement with local organisations, partners, the public and those with lived experience took place during the summer 2024. This included interviews, surveys and online engagement.

Quantitative analysis of local data was also reviewed, this included census data, mortality data, real-time surveillance data.

National information and intelligence were considered

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

Service providers engagement consisted of 34 organisations

Service users – 64 responses to public survey

7 lived experience interviews

Youth board engagement

Summary of relevant findings (it is possible that you will have gaps in your evidence. You must decide whether you need to fill in the gaps now, and if it is feasible to do so. It might be that collecting robust information forms part of your action plan below)

The commitments identified to take forward from the strategy are –

- Making suicide everyone's business
- Strengthen mental health and early intervention support
- Improving data and evidence
- Expanding partnership working
- Identify and support priority groups
- Provide effective crisis support
- Offer of suicide bereavement information and support
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#### 4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

Equality Duty	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Advance equality of opportunity between different groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster good relations between different groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

We would consider our local priority groups Targeted activity for our priority groups e.g. middle-aged men will enhance equality amongst this group  
Consider how we engage, through different media to reach our priority groups and get the right information to them

#### 5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations. It may be useful to include data within these sections if you know the diversity make-up of the people likely to be affected.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
<b>Age</b> (include safeguarding, consent and child welfare)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	This is an all-age strategy, by monitoring our local intel we will target specific high-risk groups which may be age-related
<b>Disability</b> (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Any disability groups will be included in training delivery and aspects of the strategy
<b>Gender Reassignment</b> (include gender identity, and consider privacy of data and harassment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Nationally identified as a high risk group, if identified as a local need targeted work may be delivered
<b>Marriage &amp; Civil Partnerships</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This activity is assessed as neutral towards this group
<b>Pregnancy &amp; Maternity</b> (consider working arrangements, part-time working, infant caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Nationally a high-risk group and will be considered locally as a priority if intelligence supports this

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
<b>Race</b> (including Travelling Communities and people of other nationalities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This activity is assessed as neutral towards this group
<b>Religion &amp; Belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This activity is assessed as neutral towards this group
<b>Sex</b> (consider issues of safety, sexual violence, part-time work, and single-sex provision – especially in light of the legal definition of “sex”)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This activity is assessed as neutral towards this group
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This activity is assessed as neutral towards this group
<b>Others: carers, care leavers, homeless, social/ economic deprivation</b> (consider shift-patterns, caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Groups identified through national strategy will be considered as a local priority
<b>Health Inequalities</b> (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Opportunity to promote good wellbeing and support good mental health, support and services

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

## 6. Action planning

What actions will you take as a result of this impact assessment? (you will need to include actions to mitigate any potential negative impacts)

Potential negative impact	What action will be taken	Who will lead	Timeframe
Inclusivity	Ensure communications, materials are accessible for all		

## 7. Monitoring and review

How will you monitor these actions?

Monitoring will take place through the Suicide prevention working group

When will you review this EIA?

Annually

## 8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This

means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.

- 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 population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA

Kristan Pritchard

Date signed

3.09.2025

## **9. Make this EIA available (and delete this section)**

- Attach your EIA as an appendix to any decision reports so that decision-makers have all the equality data they need in order to make robust and fair decisions.
- Upload your EIA to the shared Teams site: [Equality Impact Assessment | General | Microsoft Teams](#)
- Staff, trade unions, service users or members of the public may want to see this EIA, so it must be published on our website along with the decision report.