

## Stage 1 Equality Impact Assessment – Initial Screening

<b>Assessor(s) Name(s):</b>	Bryan Hurley
<b>Directorate:</b>	Public Health
<b>Date of Completion:</b>	12/02/2018

### Name of Policy/Strategy/Service/Function Proposal

**Health and Wellbeing Board Strategy**

### The Aims, Objectives and Expected Outcomes:

The statutory roles of the Health and Wellbeing Board (HWB) are: to improve the health and wellbeing of local people; to reduce health inequalities; to promote the integration of services; and to oversee the production of a Health and Wellbeing Board Strategy (HWBS). Preparation of the strategy is a statutory duty for the Isle of Wight Council and the Clinical Commissioning Group under the Health and Social Care Act 2012.

The Health and Wellbeing Strategy aims to set the context for other health and well-being plans and for commissioning of NHS, public health, social care and related children's services. It will also facilitate working with all partners to help align policies, services, resources and activities with the Strategy. This will enable co-production of actions to tackle issues required from multi-agency working.

Please delete as appropriate:

- This is a proposal to change/update of the Health and Wellbeing Strategy

## Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?	No
Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations	No
Do different groups of people within the local community have different needs or experiences in the area this issue relates to?	Yes
Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?	No
Will the proposal have a significant effect on how services or a council function/s is/are delivered?	Yes
Will the proposal have a significant effect on how other organisations operate?	No
Does the proposal involve a significant commitment of resources?	No
Does the proposal relate to an area where there are known inequalities?	Yes
<p>If you answer <b>Yes</b> to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.</p> <p>If you answer <b>No</b> to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.</p>	

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	√			The age profile of the IOW shows 27.1% of the population being 65+, which is far higher than the national and regional averages, it is thought that the priorities set out in the HWBS will have a positive impact on older people. The proposed Health and Wellbeing Board themed meeting, 'Age Well', will provide the time to review services for older people
Disability	√			Long term conditions will be reviewed at the Health and Wellbeing Boards during 2018.
Gender Reassignment			√	No issues have been identified at this point
Marriage & Civil Partnership			√	Feedback from consultations with key stakeholders including other council departments, partner organisations by the means of a workshop and individual interviews identified no issues to this characteristic.
Pregnancy & Maternity	√			The proposed Health and Wellbeing Board themed meeting, 'Start Well', in 2018 will provide the time to review services for mothers and babies.
Race			√	No issues have been identified at this point however consideration will need to be given as to how minority ethnic groups will receive health and wellbeing information. This will be reviewed at all post board action planning meetings.
Religion / Belief			√	No issues have been identified at this point
Sex (male / female)	√			Carer issues have been prioritised as an area for action in recognition that women make up a high proportion of carers. A clear action plan will be completed to oversee progress of this.
Sexual Orientation			√	Feedback from consultations with key stakeholders including other council departments, partner organisations by the means of a workshop and individual interviews identified no issues to this characteristic.

<b>Are there aspects of the proposal that contribute to or improve the opportunity for equality?</b>	<b>Yes</b>
This document aims to reduce health inequalities and to promote the integration of services.	

<b>Evidence Considered During Screening</b>	
<p>Sources of evidence for the production of the HWBS included:</p> <ul style="list-style-type: none"> <li>• Population data – using IW Facts and Figures including Joint Strategic Needs Assessment factsheets which can be found at - <a href="https://www.iwight.com/azservices/documents/2552-Equality-Diversity-Factsheet-Jan-2018.pdf">https://www.iwight.com/azservices/documents/2552-Equality-Diversity-Factsheet-Jan-2018.pdf</a></li> <li>• Published national research including work on Adverse Childhood Experiences and the use of Asset Based Community Development.</li> <li>• Feedback from consultations with key stakeholders including other council departments, partner organisations by the means of a workshop and individual interviews.</li> </ul>	
Head of Service Sign off:	Anita Cameron Smith
Advice sought from Legal Services (Name)	Judy Mason
Date	12/02/2018

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

## Stage 2 Full Equality Impact Assessment

<b>Assessor(s)Name(s):</b>	<b>Bryan Hurley</b>
<b>Directorate:</b>	<b>Public Health</b>
<b>Date of Completion:</b>	<b>13/02/2018</b>

### Name of Policy/Strategy/Service/Function Proposal

**Health and Wellbeing Board Strategy**

### The Aims, Objectives and Expected Outcomes:

The statutory roles of the Health and Wellbeing Board are: to improve the health and wellbeing of local people; to reduce health inequalities; to promote the integration of services; and to oversee the production of a Health and Wellbeing Board Strategy. Preparation of the Strategy is a statutory duty for the Isle of Wight Council and the Clinical Commissioning Group under the Health and Social Care Act 2012.

The Health and Wellbeing Strategy aims to set the context for other health and well-being plans and for commissioning of NHS, public health, social care and related children's services. It will also facilitate working with all partners to help align policies, services, resources and activities with the Strategy. This will enable joined-up action to tackle issues that will benefit from multi-agency working. This Health and Wellbeing Strategy has been written as part of the work to reinvigorate the HWB under the new conservative leadership of the council and which adopts a life course approach under three themes: Start Well; – Live Well; - Age Well.

While this strategy aims to improve the health and wellbeing of everyone on the Island, it focuses on making faster improvements for those who are most vulnerable and experience a poorer quality of life. The recently published IWC Corporate Plan in 2018 identifies one of its key outcomes as being that, "People take responsibility for their own health and wellbeing". It is thought that the recommendation and actions from the HWBS will make a positive contribution to the local health and care system and will assist in protecting the most vulnerable within the health and social care system. This strategy is also set within the context of the planning for a One Public Service approach which aims to support cross public sector partnerships to work collaboratively on land and property initiatives leading to new jobs, new homes, joined up public services and savings for the taxpayer. The HWBS aims to support this by engaging with partners to identify how other areas of work such as regeneration, housing and digital connectivity can positively impact on the community's wellbeing.

Please delete as appropriate:

- This is a proposed change/review of an existing policy/strategy/service/council function

### Scope of the Equality Impact Assessment

Stakeholder involvement included consultation with key stakeholders; priorities were identified and focused on during the period of this strategy. Consultation for this strategy was scheduled from July to December 2017 and had three phases: 1. Workshop with stakeholders with the outcomes from this presented as a business plan for approval at the HWB. 2. Individual meetings with major stakeholders including elected members, representatives from the voluntary sector and council officers leading on housing, regeneration and place. 3. Draft report was submitted to the IWC CMT and the HWB for comment. From this consultation, the priorities identified are based on what is believed to be the most important issues, which when addressed will have the biggest impact on our health and wellbeing locally. Information and data available from the Joint Strategic Needs Assessment factsheets for the Island have also been used to help agree priorities actions for this strategy. Particular attention has been given to the Equality and Diversity factsheet that has been recently updated.

The stakeholders consulted included:

Hampshire and Isle of Wight Fire and Rescue Service  
Hampshire Constabulary  
Police and Crime Commissioner  
Isle of Wight NHS Trust  
Isle of Wight Clinical Commissioning Group  
Public Health  
YMCA  
Children's Services  
Isle of Wight Council elected members

Sources of evidence for the production of the HWBS included:

- Population data – using IW Facts and Figures including Joint Strategic Needs Assessment fact sheets which can be found at - <https://www.iwight.com/azservices/documents/2552-Equality-Diversity-Factsheet-Jan-2018.pdf>
- Published national research including work on Adverse Childhood Experiences and the use of Asset Based Community Development.
- Feedback from consultations with key stakeholders including other council departments, partner organisations and the Health and Wellbeing Board.

Monitoring and review arrangements will be based around the use of themed HWB meetings, using the life course approach headings, Start Well, Live Well Age Well and the use of the Happy City indicator set which will measure the wellbeing of the local population. No data gaps have been identified at this point.

## Analysis and assessment

Given the available information, it is believed from the work completed that it is highly likely that the impact on minority, disadvantaged, vulnerable and socially excluded groups will be a positive one as the Health and Wellbeing Board Strategy is aimed at improving the health and wellbeing of local people; reducing health inequalities; promoting the integration of services and setting the context for other health and well-being plans and for commissioning.

A review of each of the protected characteristics has shown the following:

**Age** - The age profile of the IOW shows 27.1% of the population being 65+, which is far higher than the national and regional averages, it is thought that the priorities set out in the HWBS will have a positive impact on older people.

**Disability** - With a higher proportion of people living on the IOW (22.6%) state that their day to day activities are limited by long term health conditions compared to the national average (17.9), these conditions will be monitored at a local population level and investigations will be made where rates of disease are identified as significantly higher than national and regional averages.

**Gender Reassignment** – While no issues have been identified regarding health and wellbeing services and transgender issues on the Isle of Wight, it is estimated that there are approximately 1400 individuals of the local population that experience some degree of gender non-conformity.

**Marriage & Civil Partnership** – No issues have been identified at this point in connection with marriages/civil partnerships and health and wellbeing.

**Pregnancy & Maternity** – The proposed HWB themed meeting, ‘Start Well’, will provide the time to review services for mothers and babies. Particular attention should be paid to levels of mothers who smoke while pregnant and how this can be reduced.

**Race** – With a relatively low percentage (2.7%) of IOW residents identified as coming from minority ethnic groups as shown in the JSNA, there could be a risk of overlooking the specific needs of certain groups. This may include how services are communicated to these specific groups and whether services take into account cultural views in their provision.

**Religion / Belief** – The JSNA shows that 60.5% of IOW residents identify themselves as Christian with only 1.7% identifying themselves as having a religious belief other than Christian. While spiritual beliefs can be seen to have a positive effect on a person’s wellbeing, it will be important to consider all faiths should any work be planned in this area.

**Sex** – Women have been identified as more likely to be the main carer than men. The HWBS sets out as one of its ten priorities the importance of addressing carer’s needs and how this can be achieved.

**Sexual Orientation** – Public Health England has published estimated figures that show there are 3,100 people in the local population who are lesbian, gay or bisexual. While no specific issues have been identified at this point regarding health and wellbeing it should be noted that more work may need to be undertaken to identify and specific concerns or issues that would need to be addressed.

From this, it can be concluded that there is no evidence to suggest that the proposals set out in the Health and Wellbeing Board Strategy has the potential to cause unlawful discrimination by either excluding certain groups of people from obtaining services or limit their participation in any aspect of public life. However As a way of the HWB meeting its duty to pay regard to eliminate unlawful discrimination it will review equality and diversity during agenda setting processes for all future meetings.

## **Recommendations**

From the analysis and assessment it is clear that the Health and Wellbeing Board Strategy should have a positive impact on all of the local community and that this will be congruent with the main aims of the strategy which are to improve the health and wellbeing of local people; to reduce health inequalities; to promote the integration of services and to set the context for other health and well-being plans and for commissioning as a means of meeting its duty.

It is clear from this process that careful monitoring should be considered so that fair and equitable services are available for all. This will be achieved by monitoring local issues based around the use of themed HWB meetings (Start Well, Live Well Age Well) and the use of the Happy City indicator set which will measure the wellbeing of the local population. This indicator set supports local authorities to build a local picture of what supports people to thrive and is able to quantify the progress that is being made in this regard.



## Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact  (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age	Positive	No adverse impact has been identified at this point from focusing attention on the health needs of this population.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	The 'Age Well' theme has been adopted as part of the Life Course approach which will consider issues regarding health and wellbeing in the older population at regular intervals by the HWB.
Disability	Positive	No adverse impact has been identified at this point from focusing attention on the health needs of this population.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	Long term conditions will be reviewed at the HWB when it has been identified that there is a need and by use of the JSNA process if required.
Gender Reassignment	No impact	No - it has been identified through this assessment that the impact is neutral.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	While no issues have been identified in relation to gender reassignment, the HWB will consider all protected characteristics as part of future service planning.

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact  (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Marriage & Civil Partnership	No impact	No - it has been identified through this assessment that the impact is neutral.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	While no issues have been identified in relation to marriage and civil partnerships, the HWB will consider all protected characteristics as part of future service planning.
Pregnancy & Maternity	Positive	No adverse impact has been identified at this point from focusing attention on the health needs of this population.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	The 'Start Well' theme has been adopted as part of the Life Course approach which will be considered at regular intervals by the HWB.
Race	No impact	No - it has been identified through this assessment that the impact is neutral.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	While no specific issues have been identified in relation to race, the HWB will consider how services are communicated to the BME groups in the local community.
Religion / Belief	No impact	No - it has been identified through this assessment that the impact is neutral.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	The HWB will consider all protected characteristics as part of future service planning.
Sex (male or female)	Positive	No adverse impact has been identified at this point from focusing attention on the health needs of this population.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	Women are often identified as predominantly the main carer. HWBS sets out as one of its ten priorities to address carer's needs.

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact <b>(NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)</b>
Sexual Orientation	No impact	No - it has been identified through this assessment that the impact is neutral.	The aim of the HWBS is to highlight health inequalities and the reasons for this. Once identified the HWB will aim to oversee actions that will address these with strategic partners.	While no issues have been identified in relation to sexual orientation, the HWB will consider all protected characteristics as part of future service planning.
HR & workforce issues	N/A			
Human Rights implications if relevant	N/A			
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	13/02/2018
Signed off by Head of Service/Director	Anita Cameron Smith
Review date	01/03/2020
Date published	15/02/2018

<b>Publishing checklist</b>	<b>Yes</b>	<b>No</b>
• Plain English – will your EIA make sense to the public?	√	
• Acronyms – check you have explained any specialist names or terminology	√	
• Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?	√	
• Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?	√	
• Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?		√
• Success stories – have you included any positive impacts that have resulted in change for the better?		√
• Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?	√	
• Review have you included a review date and a named person to carry it out?	√	
• Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?	√	
• Signing off – has your Head of Service/Director signed off your EIA?	√	
• Basics – have you signed and dated your EIA and named it for publishing?	√	
• A signed version to be kept by your team for review and electronic version to be uploaded on to the council's website	√	