

# Equality Impact Assessment Template

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Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

## Assessor(s) Name and job title:

**Sharon Kingsman, Public Health Principal**

## Directorate and Team/School Name:

**Public Health**

## Name, aim, objective and expected outcome of the programme/ activity:

**Name: Isle of Wight Mental Wellbeing Plan 2023 to 2028**

### Vision

The Isle of Wight Mental Health and Suicide Prevention Partnership (MHSP) have come together to formulate a shared vision for the Island over the next five years. The partnership will work together to put people and prevention at the heart of this plan, promoting mental wellbeing and supporting everyone on the Isle of Wight to have the best mental wellbeing they can.

The MHSP will:

- Work together to improve the mental wellbeing of all Isle of Wight residents and ensure prevention of mental ill health is at the heart of what they do.
- Enable all Islanders to seek support when needed, without judgement; to feel enough resilience to cope and to experience joy and contentment.
- Acknowledge the major influence that outside factors (such as jobs, housing, life etc.) have on mental health and wellbeing and endeavour to make these aspects part of the solution.

### Aim of the Plan

Delivery of the plan will be carried out in partnership; through many layers of activity and a range of organisations being involved, coordinating action to improve mental wellbeing on the Island.

The drive to achieve a shared understanding of our Island's mental wellbeing, enhance our ability to self-care and improve mental health interventions at the right time, in the right place, focusing on those with the greatest need is central to many of the Island's strategies and work programmes. The plan will sit alongside these strategies and aim to pull this work together, enabling the required focus to achieve the vision set out above. The plan does not focus on mental health services, however links closely with many other key policies and programmes of work across the Island which are being used to create resilient services, including aspects of transformation that are currently happening to improve mental health support for local people.

The plan will adopt a two-pronged approach:

- **Universal approach** to encourage good mental wellbeing, emotional resilience and self-care across the whole Island population
- **Targeted approach** to tackle mental wellbeing inequalities to reach, engage and improve the mental wellbeing of those at an increased risk of trauma and those at risk of poor mental health and wellbeing outcomes.

### **Objectives of the Plan**

- Recognise the wide range of social and economic factors that affect an individual's mental wellbeing and resilience such as connectedness, housing, income, education and employment.
- Recognise inequalities in mental health and wellbeing, experienced by different groups and that different groups require different approaches.
- Value mental wellbeing equally to physical health and recognise they are interlinked
- Engage with the whole person by listening and responding in a way that respects their experiences and state of wellbeing
- Focus on partnership and cross-organisational working to ensure the right support at the right time, recognising the value and expertise of the voluntary and community sector alongside statutory services as integral partners
- Prevent and reduce the impact of trauma and break the cycle of adversity on people's mental health and wellbeing, building on existing trauma informed and restorative practice
- Proactively address issues of inclusion and diversity
- Use the latest evidence, data, professional good practice, living experience and Islanders views to drive decisions and shape local approaches.
- Build protective factors for mental wellbeing, alongside reducing risk factors
- Challenge stigma and prejudice at all levels by creating an Island where positive and open conversations about mental health and wellbeing are normalised
- Ensure the plan does not stand alone, but is firmly embedded across the Hampshire and Isle of Wight (HIOW) Integrated Care System and links to the Hampshire, Portsmouth and Southampton's mental wellbeing workstreams

### **Priority outcomes**

The MHSP is committed to working together and focusing efforts to improve mental wellbeing, prevent mental ill health and reduce death by suicide for all residents. The plan shows the commitment needed to ensure we are always working collectively towards our end goal of improving the mental wellbeing of the Island population.

There are 5 priority outcomes.

- 1) **Focus on partnership working**- Islanders will live, work and thrive on a unique island where partners are committed to working together and differently to ensure positive improvements to mental wellbeing are made.
- 2) **Focus on and building resilience** - Islanders will benefit from the positive aspects of being part of their community and know where to access information and support to build both individual and community resilience.

- 3) **Focus on reducing stigma and discrimination** - Islanders will be comfortable talking about their mental health and wellbeing and be able to challenge prejudice around poor mental health.
- 4) **Focus on suicide prevention** - Islanders will feel assured that all partners are working together on suicide prevention and supporting those lives that are impacted by suicide.
- 5) **Focus on reducing inequalities and wider determinants**- Islanders will experience positive mental wellbeing, irrespective of their background, where they live or their life circumstances and value their mental wellbeing alongside their physical health.

**Reason for Equality Impact Assessment (tick as appropriate)**

This is a **new** policy/strategy/service/system function proposal

X

This is a proposal for a **change** to a policy/strategy/service/system function proposal function (*check whether the original decision was equality impact assessed*)

**Removal** of a policy/strategy/service/system function proposal

**Commencing** any project/programme

**Equality and Diversity considerations**

Describe the ways in which the groups below may be impacted by your activity (**prior to mitigation**). The impact may be negative, positive or no impact.

Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)
<b>Age</b> (restriction s/difficultie	Positive Impact: Mental Wellbeing Plan (MWB plan) is focused on adults	The plan complies with the Equality Act 2010. The plan supports equitable	The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over.	Ensuring the voice of people with lived/living experience is heard. Throughout the development of the plan	The Public Health Team undertook a needs	None	Communication about the plan and more generally about mental wellbeing is approached in both a targeted and universal way.	The plan complies with the Equality Act 2010. The plan is aimed at

s both younger/older)	only (18 years and over).  The MWB plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above (universal and targeted). The plan is compliant with the Equality Act 2010.	and targeted help to meet the needs of a diverse range of people aged 18 and over. Plans are developed to support mental wellbeing of those under the of 18 by other agencies e.g. Integrated Care Board, NHS Trust, Childrens Services, Youth Trust, educational settings.	The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers	Healthwatch IOW was engaged and the data they gathered from a listening tour (carried out with the IWC Mental Health Lead Councillor) informed this process. We acknowledge there is more work to be done and plan to engage existing groups (e.g. patients experience, veterans and carers groups) as well as considering how we can listen and understand peoples' experience better.	assessment in Autumn 2022 which consisted of a desktop review of local and national data. Ongoing analysis of data is carried out and published in the Joint Strategic Needs Assessment. An analysis of the impact of covid carried out in 2022 also featured mental health and wellbeing		Assets are developed with the audience in mind and expertise of comms colleagues. Any materials are assessed for accessibility of format, use everyday, jargon-free language and will explain any technical terms. All comms will be considered for the person's age (or other protected characteristic), and any specific communication needs (for example because of learning disabilities, physical disabilities, cognitive impairments due to neurological conditions, race).	reducing inequalities as detailed in priority 5 above.
<b>Disability</b> a) Physical b) Mental health (must respond to both a & b)	Positive Impact: Although the focus for the plan is on mental health people with physical impairment and long-term conditions will also be better supported as mental and physical wellbeing are inextricably linked.	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless of disability.	The plan supports equitable and targeted help to meet the needs of a diverse range of adults.  The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers, sensory impairment, neurodiversity	As above	As above	None	As above	As above
<b>Race</b> (including ethnicity and nationality)	Positive Impact: The plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above (universal and targeted).	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless of race.	The plan supports equitable and targeted help to meet the needs of a diverse range of adults regardless of race.  The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers,	As above	As above	None	As above	As above

			sensory impairment, neurodiversity					
<b>Religion or belief</b> (different faith groups/those without a faith)	Positive Impact: The plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above (universal and targeted).	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless of religion or belief.	The plan supports equitable and targeted help to meet the needs of a diverse range of adults regardless of religion or belief. The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers, sensory impairment, neurodiversity	As above plus we plan to engage more with faith groups/places of worship to ensure a wide variety of lived/living experiences shape future actions.	As above	None	As above	As above
<b>Sex</b> (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)	Positive Impact: The plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above (universal and targeted).	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless of sex.	The plan supports equitable and targeted help to meet the needs of a diverse range of adults regardless of sex. The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers.	Ensuring the voice of people with lived/living experience is heard. Throughout the development of the plan Healthwatch IOW was engaged and the data they gathered from a listening tour (carried out with the IWC Mental Health Lead Councillor) informed this process. We acknowledge there is more work to be done and plan to engage existing groups (e.g. patients experience, veterans and carers groups) as well as considering how we can listen and understand peoples' experience better.	As above	None	As above	As above
<b>Sexual orientation</b> (is your language inclusive of LGB groups?)	Positive Impact: The plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above (universal and targeted).	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless of sexual orientation.	The plan supports equitable and targeted help to meet the needs of a diverse range of adults regardless of sexual orientation. The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected	As above plus there is work to be carried out to understand better, the lived experience of people regarding sexual orientation and mental wellbeing.	As above	None	As above	As above

			characteristics e.g. Age UK IOW, Veterans, Carers.					
<b>Pregnancy and maternity</b>	Positive Impact: The plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above (universal and targeted).	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless of pregnancy or maternity.	The plan supports equitable and targeted help to meet the needs of a diverse range of adults regardless of pregnancy or maternity. The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers, sensory impairment, neurodiversity	Ensuring the voice of people with lived/living experience is heard. Throughout the development of the plan Healthwatch IOW was engaged and the data they gathered from a listening tour (carried out with the IWC Mental Health Lead Councillor) informed this process. We acknowledge there is more work to be done and plan to engage existing groups (e.g. patients experience, veterans and carers groups) as well as considering how we can listen and understand peoples' experience better.	As above	None	As above	As above
<b>Marriage and Civil Partnership</b>	Positive Impact: The plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above (universal and targeted).	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless of a person's marriage or civil partnership status.	The plan supports equitable and targeted help to meet the needs of a diverse range of adults regardless of a person's marriage or civil partnership status. The partnership approach also supports fostering good relations between groups of people as the various partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers, sensory impairment, neurodiversity	As above	As above	None	As above	As above
<b>Gender reassignment</b>	Positive Impact: The plan will contribute to improvement in mental wellbeing for adults through the two-pronged approach mentioned above	The plan complies with the Equality Act 2010. The plan supports equitable and targeted help to meet the needs of a diverse range of people aged 18 and over regardless	The plan supports equitable and targeted help to meet the needs of a diverse range of adults regardless of gender reassignment. The partnership approach also supports fostering good relations between groups of people as the various	As above plus there is work to be carried out to understand better, the lived experience of people regarding gender reassignment and mental wellbeing.	As above	None	As above	As above

	(universal and targetted).	of a person's status regarding gender reassignment.	partners represent groups often with protected characteristics e.g. Age UK IOW, Veterans, Carers, sensory impairment, neurodiversity					
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In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ([SAPHRreports@iow.gov.uk](mailto:SAPHRreports@iow.gov.uk)), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

### H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

The detailed activity to be carried out under the Mental Wellbeing plan is still in development but as evidenced above, the vision, aims and outcomes all focus on improving the mental wellbeing of the whole Island population. There is some targetted work aimed at higher risk cohorts and more work to be carried out regarding involving people with lived/living experience. When developing this work, we intend to ensure we seek involvement with people from a wide variety of backgrounds and communities to ensure protected characteristics are represented. This will enable our plan to be fully inclusive and make a positive difference to the lives of all Island residents.

The progress of the plan will be monitored by the Mental Health and Suicide Prevention Partnership and reported to the Isle of Wight Health and Wellbeing Board.

Date of next review: April 2028

### H. Sign-off

**Head of Service/Director/Headteacher sign off & date:**



Name: Eleanor Reed, Service Manager  
Date: 13/04/2023

**Legal sign off & date:** Judy Mason (by email)

Name: Judy Mason, Strategic Manager of Human Resources and Employment Lawyer  
Date: 12/04/2023