

## Equality Impact Assessment (EIA) Form (Initial Screening & Full Impact Assessment)



Name of policy <sup>1</sup> or function <sup>2</sup> being assessed	Policy / Function Status		
Stoke-on-Trent Joint Health and Wellbeing Strategy 2016-20	New *	Revised	Existing
Directorate/Service Area	Date EIA Completed		
Children, Adult and Family Services: Commissioning	4 April 2016		
Lead Officer for this EIA	Contact Number		
Kerry Madden Lauren McCue	01782 234977 01782 236753		

### Initial Screening Process

#### Identifying the aims of the policy

##### What is the main purpose and scope of the policy/function?

The Stoke-on-Trent Joint Health and Wellbeing Strategy is produced on behalf of the Health and Wellbeing Board. It continues to set the direction towards improving the health and wellbeing of the local population and to reduce health inequalities over the next four years.

The strategy ensures that the local authority, as a core statutory member of the Health and Wellbeing Board, will continue to put local people at the heart of everything we do. We will collaborate to understand the local community's needs, ensure that services are properly planned, resourced and effectively targeted in order to support people who live in the city.

The Health and Wellbeing Board has a statutory duty to prepare, consult on and publish a Joint Health and Wellbeing Strategy. Whilst there is no mandated standard format in preparing the strategy, Health and Wellbeing Boards must have regard to the Secretary of State's mandate to the NHS Commissioning Board which sets out the Government's priorities for the NHS. The strategy sets out the priorities for people in Stoke-on-Trent for the next four years, taking into account findings of the Joint Strategic Needs Assessment (JSNA).

##### What are the intended outcomes of the policy/function, and what could contribute to/detract from the delivery of these outcomes?

The aim of the strategy is to improve health and wellbeing outcomes for people of all ages in the city. It sets out our strategic priorities and also our key cross cutting principles that will help us to deliver the strategy. By delivering the strategy, we intend to improve outcomes for all people so that they experience healthier and longer lives. We intend to work in a more joined-up way so that people who live in the city experience more joined-up services across the NHS and local councils.

The strategy is being developed across the partnership at a time of financial uncertainty and

<sup>1</sup> Definition of policy = This can include policies, procedures, guidance, strategies and/or plans

<sup>2</sup> Definition of function = Broad areas of activity, duties or powers – usually a service or set of services, including services which are provided internally

reductions in funding. Therefore, it is vital that the strategy and targets set are achievable with the resources available through the local authority and partnership. For 2016-20, our key priorities are to:

- Increase breastfeeding
- Make healthy weight the norm
- Reduce under 18 conceptions
- Control tobacco and reduce smoking
- Reduce alcohol related health harms
- Improve emotional wellbeing and mental health
- Keep older people safe and well

The plan has been developed in partnership and in accordance with the 'Brown Principles' of due regard and the general duties of the Public Sector Equality Duty. The views of people in the city have played a key part in this. Children and young people contributed to our planning process through Local Democracy Week events in October 2015.

Partners (through the Health and Wellbeing Board) have been consulted through partnership planning events and the Health and Wellbeing Board has been fully involved in the final sign off of the strategy. Partners are fully committed to delivering the Joint Health and Wellbeing Strategy therefore there is no expected opposition or negative reactions to the strategy as consultation has been ongoing.

#### **Who is intended to benefit from this policy/function and how?**

People of all ages in Stoke-on-Trent will benefit from the delivery of this strategy. Focus will be given to particular groups across the life course. For example, children, young people, parents and carers, younger adults and older people. The strategy will focus on seven priorities that we think we can have a significant impact on improving. We know through evidence that addressing these will have impact on wellbeing and ultimately people will live healthier lives for longer.

The strategy has a strong focus on prevention, at three levels; preventing people from becoming ill; protecting people who are already unwell, or at risk of being unwell, from getting any more ill; and ensuring people who have developed serious health problems get the right treatment and are helped and supported to stop their illness becoming worse.

Whilst the strategy priorities are focused around prevention, supporting people who have more complex needs will also be important and this has now been strengthened under the priorities.

Although specific focus on particular recognised equality groups may not be obvious, it is recognised that most priorities will have a positive impact on some of these groups (such as pregnant women, people on low income, those with English as an additional language).

In addition, the underpinning Children, Young People and Families' Plan 2016-20 and the Adults Strategic Partnership Plan 2016-20 will support the priorities of the strategy and tackle additional priorities that will have a positive impact on the inequalities and the health and wellbeing of the population of Stoke-on-Trent.

The overall aim of the strategy is to reduce health inequalities.

## Assessment of Impact

List readily available and/or naturally occurring evidence, including consultations, to support decisions regarding the impact that the policy/function may have on the equality target groups

Our Health and Wellbeing Strategy has been developed based on robust evidence in our Joint Strategic Needs Assessment (JSNA). The JSNA is available here - [www.stoke.gov.uk/jsna](http://www.stoke.gov.uk/jsna). The JSNA is a robust and comprehensive assessment of the needs of our population.

[JSNA Outcomes Report 2015](#) compiles a summary of indicators relating to the health and wellbeing needs of the population of Stoke-on-Trent. It is produced as part of our JSNA process and based primarily on the Public Health Outcomes Framework but includes some additional indicators and information from other frameworks and sources. These are detailed through the document.

As stated earlier, there has been significant involvement and consultation with partners involved in delivering these services and engagement with children and young people.

We have given the general public two opportunities to contribute through consultations hosted on the city council website and those of partner agencies. The first consultation took place from 11 November 2015 to 22 November 2015 and had a focus on the emerging priorities. The second public consultation took place from 28 January 2016 to the 21 February 2016 and sought views on the draft Joint Health and Wellbeing Strategy. The feedback from both consultations was recorded and used to develop the final version of the strategy.

Annual reports on progress made will be published to assess the impact of the priorities and actions.

If monitoring data is not available for the people who are affected, or are potentially impacted by, the policy/function – please specify the arrangements that will be made to collect this or provide reasons for not doing so

Please see above.

Taking into account all the evidence available to you so far indicate where you think that the policy/function could have an intended or unintended **negative impact** on a particular group: i.e. it could cause some disadvantage or potentially be discriminatory. Indicate where you think the policy/function could have an intended or unintended **positive impact** on any of the groups to promoting diversity and equality. Where the policy/function is not relevant to a particular group or has no potential impact indicate as neutral. Please give reasons for each outcome:

	Negative Impact	Positive Impact	Neutral Impact	Reason(s)
<b>Age</b>		*		The strategy is aimed at all people in the city of all ages and also sets aims and objectives that will improve outcomes for carers and families.
<b>Disability</b>		*		The strategy includes actions to support individuals, families and carers of those with disabilities.
<b>Gender - including transgender and issues relating to pregnancy and maternity</b>		*		The strategy covers all people and includes improving outcomes for pregnant women, mothers and babies.
<b>Race/Ethnicity</b>			*	The strategy covers all people and does not discriminate based on race or ethnicity.
<b>Religion or Belief</b>			*	The strategy covers all people and does not discriminate based on religion or belief.
<b>Sexual Orientation – including issues relating to marriage and civil partnerships</b>			*	The strategy covers all people and does not discriminate based on sexual orientation.

**Are there any concerns about other minority populations (e.g. travellers, single parents, those on low income etc) who may be disadvantaged by the function or policy's operation, or who may receive unequal treatment?**

There are no concerns about any additional minority populations as the main focus of the plan is to improve health and wellbeing outcomes and reduce inequalities for all people in the city. Our vision is for Stoke-on-Trent to be a vibrant, healthy and caring city which supports its citizens to live more fulfilling, independent and healthy lives. We want to achieve:

- A vibrant city where everyone will live, work and play in a successful, attractive environment which supports them to live healthy and fulfilling lives;
- A healthy and successful city where children enjoy the best start in life and everyone will live longer and healthier lives with equal access to health and care services should they need them, and
- A caring city where everyone is supported to live independent lives with fair access to high quality, integrated health and social care services when needed.

The plan has a strong focus on a number of key priorities which will improve the lives of people in the city. Driving forward our priorities of increasing breastfeeding, making healthy weight the

norm, reducing under 18 conceptions, controlling tobacco and reducing smoking, reducing alcohol related health harms, improving emotional wellbeing and mental health and keeping our older people safe and well will provide help to those individuals and families who need it most.

**If an adverse negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or any other reason?**

N/A

**Does the policy or function directly discriminate against any section of the community?**

Yes	No *	Comment
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**Does the function or policy indirectly discriminate against any section of the community?**

Yes	No *	Comment
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**Should this function or policy proceed to a full Equality Impact Assessment?**

Yes	No *
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If a full EIA is not required:

**Could you minimise or remove any potential negative impact identified? (Explain how)**

The assessment has not revealed any potential negative impact.

Signed (lead officer): Lauren McCue

Signed (lead manager): Richard Skellern

Date: 4 April 2016

# Full Equality Impact Assessment

## Planning a full equality impact assessment

Begin by recalling:

- your function or policy purpose and scope
- who will benefit or be affected by the policy or function (the target population)?
- who might be the excluded or marginalised groups within the target population?

### Could you minimise or remove any potential negative impact identified? (Explain how)

The assessment has not revealed any potential negative impact. The plan is in place to improve health and wellbeing outcomes for all people, of all ages, in Stoke-on-Trent.

## Consultation

- Carryout a consultation, that reaches the identified excluded or marginalised groups.
- Ensure all relevant employees and staff support groups are consulted.
- Attach a list of those consulted, together with the responses and any additional evidence.
- Review the consultation in terms of inclusivity and equality by asking:
  - What are the views of those consulted on the contribution that the function or policy makes to equal opportunities and inclusion?
  - Are there any differences in responses between different groups?

Summarise the outcomes here:

What is your assessment, based on all the evidence from the whole process?

Conclusions: Choose between: *(Tick box as appropriate)*

The function or policy has a positive impact on a particular group, groups or individuals	<input type="checkbox"/>
The function or policy has a negative impact on a particular group, groups or individuals	<input type="checkbox"/>

Based on the comments given in the EIA, you should draw up an action plan that highlights all the issues and states how they will be addressed.

The action plan must form a part of your business planning process to ensure an effective outcome.

The completed Equality Impact Assessment must be published on the Council's website.

Ensure feedback is given to those who participated in the consultation.

Signed (lead officer): Richard Skellern

Date: 4 April 2016

I am satisfied that positive/negative impact has been supported with clear evidence and any negative findings have been justified.

I am satisfied that feedback has been given to those who were consulted.

I confirm that the comments will be included in the business planning process.

Comments:

Signed (Service Manager): Kerry Madden

Date: 4 April 2016