

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #399

#### 1.0 Screening Information

**Project Name**

Joint Local Health and Wellbeing Strategy

**Name of Project Sponsor**

Dr Tanya Richardson

**Name of Project Manager**

N/a

**Name of Project Lead**

Lucy Chick

**Please give a brief description of the project**

New Joint Local Health and Wellbeing Board strategy for Worcestershire, a statutory duty for the Health and Wellbeing Board to have a strategy which articulates the county health needs and the priorities and actions which will improve health and wellbeing for the county population. The Strategy sets out a vision and key priorities for the board, including all its partners to improve health and wellbeing and reduce inequalities over the next 10 years

**Data Protection screening result**

Does not need a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Will require a full impact assessment

## 1.1 Background and Purpose

### Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Health and Wellbeing Boards were established under the Health and Social Care Act 2012 to act as a forum in which key leaders from the local health and care system could work together to improve the health and wellbeing of their local population. The Joint Local health and wellbeing strategy (JLHWS) supports this collaborative working, outlining plans to improve the health and wellbeing and reduce health inequalities in the local population.

Following the annual Joint Strategic Needs Assessment (JSNA) in 2019, a working group reviewed the identified health needs and considerations for Worcestershire. The Health and Wellbeing Board reviewed evidence and local data throughout 2021 and concluded that the overarching priority for its 10-year strategy should be good mental health and wellbeing.

Members of the Health and Wellbeing Board, supported by the Public Health team, held a detailed and far-reaching public consultation to gather the views of residents, partners and stakeholders to ensure that the strategy is driven by the needs and experiences of those who live and work in Worcestershire. This consultation survey was available for 12 weeks and received 1627 responses. Alongside the survey, 30 focus groups were commissioned from a range of community groups and organisations to gather feedback on the boards priorities.

The findings from the consultation were feedback to Health and Wellbeing Board members and discussed with system leaders. The feedback helped to shape the new JHLWS and the ambitions within and will be used to help shape action plans which will support the delivery of the strategy.

### Upload Business Case or Support documents

- [□ HWB Strategy 2022-2032 - HWB 27.09.2022 FINAL.docx](#)
- [□ JLHWS DRAFT HWB 27.9.22.pdf](#)

### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

The draft strategy attached to this submission will be agreed at the November Council and Cabinet meetings, following this action plans to support the delivery of the strategy will be developed with the Health and Wellbeing Board and Being Well Strategic Group who will oversee the delivery of the strategy. An outcomes framework

will give an overall view of the progress and improvement towards delivering the Strategy . Monitoring these measures will help to inform local decision-making, helping us better understand the wellbeing of Worcestershire, and how we can act to improve it. More specific sets of outcomes and performance indicators will form part of the action plans to assess the impacts of this Strategy.

### Project Outcomes

Briefly summarise what the project will achieve.

Ultimately the strategy aims to improve the health and wellbeing of the Worcestershire population and tackling health inequalities.

Therefore ensuring we target our work with the most vulnerable in the community by deprivation or other health needs.

The strategy will support our partners and stakeholders across the county to work together and meet the ambitions of the strategy.

### Is the project a new function/service or does it relate to an existing Council function/service?

Existing

### Was consultation carried out on this project?

Yes

## 1.2 Responsibility

### Directorate/Organisation

Chief Executive Unit (inc Finance)

### Service Area

Public Health

## 1.3 Specifics

### Project Reference (if known)

n/a

### Intended Project Close Date \*

November 2032

## 1.4 Project Part of a Strategic Programme

### Is this project part of a strategic programme?

Yes

### An overarching screening has already been carried out for the following areas:

Not recorded

### Upload previous impact assessment documents if available

No files uploaded

## 2 Organisations Involved

Please identify the organisation(s) involved:

Herefordshire & Worcestershire STP

Worcestershire Acute Hospitals NHS Trust

Worcestershire Health and Care NHS Trust

Worcestershire County Council

Worcestershire CCGs

Other - Health watch Worcestershire, Voluntary Sector Organisations (representatives) Police representatives, Primary Care (PCN) - Integrated Care System. Integrated Care Board (ICB - replacing Worcestershire CCG).

Details of contributors to this assessment:

<b>Name</b>	Sam Collison
<b>Job title</b>	Service Manager Public Health
<b>Email address</b>	scollison@worcestershire.gov.uk

## 3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Communities

## 3.1 Information and evidence reviewed

### What information and evidence have you reviewed to help inform this assessment? \*

JSNA 2019, Ethnographic Study, Consultation findings, Healthwatch evidence

[https://www.worcestershire.gov.uk/info/20122/joint\\_strategic\\_needs\\_assessment/1500/jsna\\_summaries](https://www.worcestershire.gov.uk/info/20122/joint_strategic_needs_assessment/1500/jsna_summaries)

## 3.2 Summary of engagement or consultation undertaken

### Who and how have you engaged, or why do you believe engagement is not required? \*

A formal 12-week consultation survey closed on 2nd May 2022, which asked a series of questions to gather views and gauge agreement with the vision, priority and supporting areas. In addition to the survey, which was shared widely through the County, 30 focus groups were commissioned from a range of community groups and organisations.

## 3.3 Summary of relevant findings

### Please summarise your relevant findings. \*

The survey received 1,627 responses within the 12-week period. Respondents reflected both positive and negative sentiments towards the survey questions. Common topic areas across all the comments received were explored further by analysts and presented to the Health and Wellbeing Board for review.

Residents accounted for 97% of responses with 3% from organisations (including voluntary and community sector, public sector, health, education, leisure, and manufacturing). Generally, the sample is reflective of an older and white British population and that of the Worcestershire County Council Viewpoint Panel to which the consultation was circulated. Proxy demographics also suggest that 77% of respondents were female. The wider engagement work aimed to reach sectors of the population who are not traditionally represented in consultations to ensure their views were captured

Quantitative and qualitative analysis of the responses demonstrated strong agreement with the proposed vision and priority areas and the qualitative analysis highlighted further areas for discussion and development. Over 85% agreed with the main priority and over 90% with each of the supporting priorities.

Respondents highlighted key considerations and recommendations in shaping the final strategy. This included the desire for outcomes and measures of the strategy to be clearly defined to measure progress over the course of the strategy and ensure it remains flexible to changing needs in the population.

Across the responses, respondents stressed the importance of physical health alongside mental health and cited ongoing impacts of the COVID-19 pandemic on the cost of living and mental health and wellbeing.

Respondents welcomed a holistic approach to health and wellbeing and reiterated the need for the whole system to work together to be able to reach the Health and Wellbeing Boards desired vision.

A key issue raised by a large proportion of respondents was access to services, information and advice. It was suggested that there is a lack of awareness of local services and opportunities through the community and the workforce, referencing a lack of communication between services and to the public.

In addition to the above, the impact of the rising cost of living was of significant concern to respondents. This included reference to the cost of fuel and travel, cost of housing and home costs and cost of healthy lifestyles.

## 4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

### Age

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

The new strategy is an all-age strategy focusing on the health and wellbeing of Worcestershire residents and those who work in Worcestershire across the life-course from pre- conception/birth to death. Targeted activity will focus on age-groups identified by the joint strategic needs assessment who have health needs and aims to support to improve these health outcomes. The strategy particularly identifies young people and older people as groups of interest.

### Disability

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

The new strategy will identify the health needs of those with a disability and work to improve health and wellbeing across the life-course. The strategy will maintain our commitment to reducing health inequalities by focusing on people living with disabilities, co-morbidities and long term health conditions.

### Gender reassignment

Potential neutral impact selected

#### Explanation of your reasoning:

We will take a whole population approach to improving mental health and wellbeing and preventing mental ill-health across Worcestershire through promoting good mental health and wellbeing and resilience to all, this includes gender reassignment. The board and the strategy will continue to engage with communities to ensure lived experience and insights are central to decision making and service delivery.

### Marriage and civil partnerships

Potential neutral impact selected.

#### Explanation of your reasoning:

We will take a whole population approach to improving mental health and wellbeing and preventing mental ill-health across Worcestershire through promoting good mental health and wellbeing and resilience to all, this includes those married or in civil partnerships. The board and the strategy will continue to engage with communities to ensure lived experience and insights are central to decision making and service delivery.

### Pregnancy and maternity

Potential positive impact selected.

#### Explanation of your reasoning:

The new strategy is an all-age strategy focusing on the health and wellbeing of Worcestershire residents and those who work in Worcestershire across the life-course from pre- conception/birth to death. Targeted activity will focus on age-groups identified by the joint strategic needs assessment who have health needs and aims to support to improve these health outcomes. The strategy particularly identifies young people and families is of particular interest, including pre & post birth, ensuring every child has the best start in life. The board and the strategy will continue to engage with communities to ensure lived experience and insights are central to decision making and service delivery.

### Race including travelling communities

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

**The new strategy is an all-age strategy focusing on the health and wellbeing of Worcestershire residents and those who work in Worcestershire across the life-course from pre- conception/birth to death. Targeted activity will focus on age-groups identified by the joint strategic needs assessment who have health needs and aims to support to improve these health outcomes. This includes those from varied communities and backgrounds. The board and the strategy will continue to engage with communities to ensure lived experience and insights are central to decision making and service delivery. The strategy is committed to reducing inequalities and will do this by ensuring those facing disadvantages including traveller communities.**

### Religion and belief

Potential neutral impact selected.

#### Explanation of your reasoning:

We will take a whole population approach to improving mental health and wellbeing and preventing mental ill-health across Worcestershire through promoting good mental health and wellbeing and resilience to all, this includes those from all religious backgrounds and from different beliefs. The board and the strategy will continue to engage with communities to ensure lived experience and insights are central to decision making and service delivery.

### Sex

Potential neutral impact selected.

#### Explanation of your reasoning:

We will take a whole population approach to improving mental health and wellbeing and preventing mental ill-health across Worcestershire through promoting good mental health and wellbeing and resilience to all, this includes all sexes. The board and the strategy will continue to engage with communities to ensure lived experience and insights are central to decision making and service delivery.

**Sexual orientation**

Potential neutral impact selected.

**Explanation of your reasoning:**

We will take a whole population approach to improving mental health and wellbeing and preventing mental ill-health across Worcestershire through promoting good mental health and wellbeing and resilience to all, this includes all sexes and sexual orientations. The board and the strategy will continue to engage with communities to ensure lived experience and insights are central to decision making and service delivery.

## 5 Characteristics - Public health

**Other vulnerable and disadvantaged groups**

Potential positive impact selected.

**Explanation of your reasoning:**

The strategy takes a whole population approach, but also identifies groups of interest who may be vulnerable or living with disadvantages. The strategy focuses on prevention, the wider determinants of health and tackling health inequalities. The strategy has an ambition to maintain a commitment to reducing health inequalities, it will do this by focusing on (amongst others) people facing multiple disadvantages including those most vulnerable and traveller communities to support them to improve health and wellbeing and prevent ill-health.

**Health inequalities**

Potential positive impact selected.

**Explanation of your reasoning:**

The Strategy sets out a vision and key priorities for our partnership work to improve health and wellbeing and reduce inequalities over the next 10 years. Tackling health inequalities is central to the ambitions and delivery of the strategy. It aims to support communities and individuals facing adversity, including those living in the most deprived communities to prevent, reduce and delay poor health and to work towards tackling inequalities.

**Social and economic**

Potential positive impact selected.

**Explanation of your reasoning:**

The strategy outlines the overarching priority for its new 10-year Strategy should be mental health and wellbeing, supported by action in areas that we all need to be well in Worcestershire which are: healthy living at all ages; safe, thriving and healthy homes, communities and places; and quality local jobs and opportunities. Communities make a vital contribution to health and wellbeing. The assets within communities, such as skills and knowledge, social networks and community organisations are all building blocks for good health. The strategy will support communities to connect people with local wellbeing opportunities including arts, culture, and physical activity.

**Physical health**

Potential positive impact selected.

**Explanation of your reasoning:**

Mental and physical health go hand in hand, and it is important to improve health and wellbeing across the life course. The strategy identifies a supporting priority of Healthy living at all ages, which aims to ensure that everyone is supported to make healthy choices, particularly supporting those most vulnerable. This includes supporting people to maintain a healthy weight, to do more physical activity, limit alcohol intake and quit smoking. The strategy will support people to start well, live well and age well so they can live a greater proportion of their lives in good health.

**Mental health and wellbeing**

Potential positive impact selected.

**Explanation of your reasoning:**

This strategy is a call to action; to accelerate our efforts to improve mental health and wellbeing and prevent mental ill-health in Worcestershire. Based on all the evidence and feedback from the public consultation the HWB concluded that the overarching priority for its new 10-year Strategy should be mental health and wellbeing, supported by action in areas that we all need to be well in Worcestershire which are: healthy living at all ages; safe, thriving and healthy homes, communities and places; and quality local jobs and opportunities. The strategy will monitor local data and evidence across the life of the strategy to measure progress in

tackling poor mental health and improving wellbeing.

### **Access to services**

Potential positive impact selected.

#### **Explanation of your reasoning:**

We will work together across the system to improve mental health and wellbeing, supporting people to live well in good health for as long as possible, particularly those who have poorer health outcomes. Providing support at individual, community and societal levels, with action at every stage of life, can help to prevent poor mental health and wellbeing. This includes an ambition to supporting access to appropriate services and support including recovery from mental ill-health.

## **6 Actions to mitigate potential negative impacts**

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

## **7 When will you review this equality and public health estimate(EPHIA)?**

The EIA will be reviewed in line with updates to the ten-year strategy which will be an evolving document. The strategy will also be supported by action plans, this assessment will be used in the development of those plans.

## **8 Declaration**

The following statement has been read and agreed:

- 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: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to 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 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

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

## 8 Application Details

### Last Updated Date Time

10/10/2022 10:06:31

### Screening Submitted Date Time

14/09/2022 12:14:02

### Last Reopened Date Time

No Date Recorded

### Full Impact Submitted Date Time

23/09/2022 16:00:14

### Approved/Rejected Date Time

10/10/2022 10:06:31

### Current User Dashboard Request Status

Complete

## 9.0 People with access to the original screening

[Lucy Chick \(LChick@worcestershire.gov.uk\)](mailto:LChick@worcestershire.gov.uk)

## 9.1 People with access to this equality and public health assessment

[Lucy Chick \(LChick@worcestershire.gov.uk\)](mailto:LChick@worcestershire.gov.uk)



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## Direct Questions

### Question:

Has the H&WB strategy been passed by SCULPT for accessibility?

Asked by Deborah Tillsley (DTillsley@worcestershire.gov.uk) at 26/09/2022 08:40:05

Lucy Chick (LChick@worcestershire.gov.uk) has been asked this question.

### Response:

The final document has been designed and prepared by the internal Design & Print graphics team who ensure they meet all SCUPLT accessibility guidelines. Graphics and images are accessible & uses suitable colours and design also do an accessibility check. It was also written with accessibility in mind using the SCUPLT guidelines, all writers have completed SCUPLT training.

Lucy Chick (LChick@worcestershire.gov.uk) at 26/09/2022 11:03:31

(User was not logged in when response was submitted. Identity Unverified)

Add Response

### Question:

Hi Lucy, you have suggested that their will be a positive impact, based on protected characteristics of 'pregnancy and maternity' and race. Can you please explain or clarify how this strategy will positively effect and impact those who share these specific characteristics, please? Thanks

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 04/10/2022 15:32:09

Lucy Chick (LChick@worcestershire.gov.uk) has been asked this question.

### Response:

The health and wellbeing strategy covers a generalised view of the health and wellbeing of Worcestershire which inherently focuses on tackling inequalities and addressing health needs across a wide spectrum. Pregnancy and maternity are inextricably linked to the priorities of the strategy and is interlinked within the priority and supporting areas. As with both and all protected characteristics identified, specific interventions will be picked up in the action plans overseen by the board, understanding the impact and opportunities within current needs and services. The Strategy aims to address a number of the issues faced by the population of Worcestershire including those specifically recognised as having adversity, inequality, health needs and where health and wellbeing can be improved.

Work to support women and families will focus on ensuring women are supported before and during pregnancy as well as ensuring children have the best start in life, this commitment is outlined in the strategy. The 'Start for Life' Needs Assessment and National data has fed into this work and highlighted the disproportionate effect on pregnant women of COVID-19 and other health needs. The priorities outlined within the document including work on the wider determinants of health will help to address the highlighted needs and target activity to this population, this includes work to support maternal mental health linked to isolation and loneliness.

With regards to race, recent data outlines a new population profile for Worcestershire and highlights demographic groups of interest, it helps the board to target activity in diverse communities and populations most affected by avoidable health needs, for example this includes work on mental health and isolation for migrant communities recently settled in the county.

Lucy Chick (LChick@worcestershire.gov.uk) at 07/10/2022 17:03:04

Add Response