

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #579

#### 1.0 Screening Information

##### Project Name

Staying Healthy in Worcestershire

##### Name of Project Sponsor

Katie Deeley

##### Name of Project Manager

Katie Deeley

##### Name of Project Lead

Katie Deeley

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

This will be an integrated community-based service responsive to the needs of residents. Where people can access programmes that support them to reduce their risk of falls, provide healthy lifestyle advice and opportunities to develop social connections.

##### Data Protection screening result

Will require 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.

This will be an integrated community-based service that's responsive to the needs of residents, which results in empowering communities to improve health and wellbeing. The core programme will offer exercise interventions designed to reduce the risk of falls and maintain independence, as well providing a broad range of health and wellbeing advice to service users either face to face, via telephone or digital.

The 'Healthy Worcestershire Service' will address health issues that are seen across the county but are more prevalent in some districts. For example, residents in the district of Redditch suffer with higher rates of obesity and are more likely to be physically inactive. The service will contribute to addressing health inequalities, and show measurable improvements in levels of physical activity, strength, balance, and flexibility, maintaining a healthy weight, and social connectedness. The service will also help to increase awareness of community safety issues such as doorstep crime, scams, and fraud by directly educating participants on how they can keep themselves safe

##### Upload Business Case or Support documents

[Healthy Worcestershire Programme - report for the leader.docx](#)

##### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

The Healthy Worcestershire programme will be operated out of a range of community venues and be delivered via structured, professionally led sessions. These sessions will be delivered on a weekly basis and include a range of supportive activities:

First, these sessions will incorporate an evidence-based physical activity programme targeted towards improving strength and balance. The focus will be on preventing falls and maintaining participants' mobility, health and confidence. This will be supplemented with lifestyle advice including support with weight management and other positive health behaviours.

Second, the sessions will also incorporate a strong focus on community safety, including advice and sessions on how to avoid fraud, doorstep crimes and internet-based scams. These sessions will be tailored to the local area based on up-to-date intelligence from the Police, Trading Standards and Community Safety Partnerships.

Third, the emphasis within both the health and community safety elements of the programme will be on building social connections. The sessions themselves will be enjoyable, incorporating activities that provide a positive experience for attendees that they will want to keep coming back to. In addition, social prescribing will be delivered that signposts participants to other community activities and projects, such as walking groups, arts and music projects or volunteering opportunities. Grants will be made available by the Public Health to build and enhance the local choice of community activities available in each area where sessions run.

The Healthy Worcestershire programme will blend the efficiency of a county-wide approach with significant tailoring and ownership at a local community level. This will be reflected in the branding and promotion of the programme as well as the content and focus of the sessions themselves. Care will be taken to work with the local community and compliment rather than compete with existing local activities and groups. The provision of grants in addition to the structured programme will support this aim.

### **Project Outcomes**

Briefly summarise what the project will achieve.

The 'Healthy Worcestershire Service' will address health issues that are seen across the county but are more prevalent in some districts. For example, residents in the district of Redditch suffer with higher rates of obesity and are more likely to be physically inactive. The service will contribute to addressing health inequalities, and show measurable improvements in levels of physical activity, strength, balance, and flexibility, healthy lifestyles, and social connectedness. The service will also help to increase awareness of community safety issues such as doorstep crime, scams, and fraud by directly educating participants on how they can keep themselves safe.

The purpose of the Service will be to provide accessible information and support services across the County, focusing on:

- Improving levels of physical activity (focusing on strength, balance and flexibility)
- Decreasing the risk of injurious/ non-injurious falls
- Decreasing loneliness and social isolation
- Increasing community safety
- Improving healthy lifestyles

This project will aim to contribute to improving the following public health outcomes:

E13- Hip fractures in people aged over 65 (Public Health Outcomes Framework, 2023).

C16 – Percentage of adults (18+) classified as overweight or obese (Public Health Outcomes Framework, 2023)

C17a- Percentage of physically active adults (Public Health Outcomes Framework, 2023).

C17b- Percentage of physically inactive adults (Public Health Outcomes Framework, 2023).

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

New

### **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)**

Not Recorded

### **Intended Project Close Date \***

March 2027

## 1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

## 2 Organisations Involved

Please identify the organisation(s) involved:

Herefordshire & Worcestershire STP

Other - Active Herefordshire and Worcestershire, Adult social Care, Citizens Advice, Healthwatch Worcestershire

Details of contributors to this assessment:

<b>Name</b>	Katie Deeley
<b>Job title</b>	Senior Public Health Practitioner
<b>Email address</b>	kdeeley@worcestershire.gov.uk

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

Please identify group(s) involved:

Service User

Communities

## 3.1 Information and evidence reviewed

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

The following provides information on the current health in Worcestershire and highlights health inequalities that this service aims to address:

Worcestershire has an ageing population, and the number of older people is increasing. Approximately 130,000 people in the County are over 66, and proportions of older people are particularly high in Malvern Hills, Wychavon, and Wyre Forest (2021 census). The higher-than-average older population in Worcestershire means that care and support needs will be greater than other areas. It's imperative that we take action to prevent conditions associated with getting older and promote independence. Across the country there is also a significant gap between life expectancy and healthy life expectancy. Worcestershire is no different, with the gap being 15 years for men and 17 years for women (PHOF, 2023).

Worcestershire is also worse than the national average in health-related measures such as hip fractures, musculoskeletal (MSK) conditions and obesity. There are inequalities in health that are seen across different districts. For example, people living in more deprived districts are more likely to have a lower healthy life expectancy. Hip fractures in over 65's are higher than the national average and are more common in older people and people who have osteoporosis, which is a condition that weakens bones. Hip fractures lead to increased mortality, long stays in hospital and reduced quality of life. Creating a significant financial burden on NHS services, with inpatient services having cost the NHS £869 million over the past 10 years (Baji et al., 2023)

Worcestershire's prevalence of overweight and obese adults (18+) is also higher than the national average, with 66.9% being classified as either overweight or obese in 21/22 (Active Lives Adult Survey, Sport England). Obesity is a global and complex public health concern. It is associated with reduced life expectancy and is a risk factor for a range of chronic diseases such as cardiovascular disease, type 2 diabetes, some types of cancer, liver, and respiratory disease. Being overweight or obese can also put additional pressure on joints and impact mobility as well as mental health.

MSK conditions are also a concern across the County as our rates are higher than the regional and national average (Public Health Outcomes Framework, 2023). These conditions include osteoarthritis, rheumatoid arthritis, and back pain. MSK conditions significantly limit mobility and dexterity, which can lead to early retirement, poor wellbeing, and social isolation (WHO, 2022). The general ageing population means more people are living with MSK conditions that limit their day to day lives. However, people gradually start to lose bone from the age of 35, so there is a need to stay strong and healthy, giving people the best chance of living independent pain free lives.

Review of current services:

We have also undertaken a review of current commissioned strength and balance services and found that we need to rethink the approach. A recent evaluation report highlighted that the current service is generally underutilised and being used by mainly White British residents from higher socio-economic groups. This is not having a positive impact on health inequalities seen across the County. The current service also asks for exercise instructors to be qualified to a level 4 (postural stability instructor) which significantly limits the capacity of the service. This will be addressed in the new service design and specification.

## 3.2

**Summary of engagement or consultation undertaken****Who and how have you engaged, or why do you believe engagement is not required? \***

We have briefed appropriate elected members and had early conversations with partners (such as Active Herefordshire and Worcestershire, Citizens Advice, HealthWatch) about the Healthy Worcestershire programme. We have also consulted with the Bromsgrove District Collaborative and they have all given their verbal support for the programme.

We have set up a stakeholder engagement group to oversee the planning and implementation of the programme. This includes:

- Active Herefordshire and Worcestershire
- Healthwatch Worcestershire
- Citizens Advice
- Adult Social Care
- ICB
- Public Health

We have drawn feedback on how residents would like to access services to improve their health and wellbeing from previous consultation exercises. This includes the COVID-19 impact engagement report, health and wellbeing consultation strategy and physical activity community intelligence report. These reports can be made available on request.

We are also conducting a number of small focus groups and doing some wider consultation on how people would like to stay healthy in Worcestershire which will inform the service design and specification.

### 3.3 Summary of relevant findings

#### Please summarise your relevant findings. \*

COVID-19 Impact Engagement report:

Community and service access

- Participants felt that support services need to be localised, providing better access and opportunity to meet others locally
- Many groups spoke of the importance of being part of their community and how removal from that has affected them significantly.
- 85.7% (600 responses) would prefer to access services in person. [Being Well Survey]

Opportunities for action

- Affordable, local, and community-led groups, sessions, events, or activities to improve mental health and wellbeing and tackle social isolation.
- More consideration of support for residents particularly in relation to:
  - o Access to employment opportunities
  - o Public transport
  - o Physical activity opportunities like gym memberships and classes
  - o Childcare costs
  - o Carer break and respite support

Health & Wellbeing Strategy - consultation findings:

Physical health

- Access to affordable physical activity opportunities in your local community and at work.
- Being well means different things to different people! The top 3 things were:

- o Physical health
- o Access to healthcare
- o Mental health / self-care

Accessing services

- Being able to access health and wellbeing services in a variety of ways.
- Having services that are tailored to individual needs.
- Clear communication between services and the public.

Physical Activity Community Intelligence Report:

- Some participants spoke about how being physical active can significantly affect social interaction. "When they started opening gyms etc. I joined a couple of groups to meet someone new twice a week. It motivated me to do more physical activity. I think that many people were influenced by the fact that we had the opportunity to do something again, and many people benefit from it". (Source: Ethnic minorities focus group)
- It was agreed that more walking took place and walking with a friend has helped, it's gets you out and meeting people. Source: Older adults over 65 focus group.
- Communications access to physical activity: "There was a service offering to train the over 60's how to use the gym. It was to encourage elderly people to keep fit. Deaf people couldn't access it though, as the people running it couldn't communicate with them. Doctors also encourage older people to go swimming, and they can do this for free with a pass from the doctor, but Deaf people are not being told that this is a possibility. They are not getting the information about things like this. (this comment is in relation to accessing help and advice really, and not Covid related)". Source: Deaf focus group

## 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.

#### Explanation of your reasoning:

This service is to be provided to Individuals, who are over the age of 18 and reside in the County of Worcestershire or have a registered GP in Worcestershire.

Access to the services will need to accommodate the diverse needs of the target population in terms of availability; to include daytime, evening, and weekend sessions along with a virtual offer. Although the service will be available for anyone over the age of 18, older adults (over the age of 60) will be targeted and will directly benefit from improving their strength and balance, reducing their risk of falls, improving social connection and reduce their vulnerability to doorstep crime.

## Disability

Potential positive impact selected.

### Explanation of your reasoning:

The service provider will:

- i. Implement a service that is relevant, flexible, inclusive, and tailored to the individual's needs, ability, and cultural requirements and that supports service users to improve strength, balance, and flexibility as well as overall conditioning and levels of physical activity.
- ii. Provide culturally sensitive services.
- iii. Ensure access for people who have a physical or learning disability. Reasonable adjustments to the programme should be made.
- iv. Have access to an interpreter and include communications in different languages where appropriate. The service Provider must ensure that the service complies with the Disability Discrimination Act and the Equality Act 2010 <https://www.gov.uk/definition-of-disability-under-equality-act-2010>.
- v. Ensure the service is available for people with all levels of literacy, sensory impairment, learning disability and be carer friendly.

The service provider will actively meet the requirements of the Equality Duties and Equality Act 2010 which include:

- Eliminating discrimination
- Promoting equality of access to services
- Conducting Equality Impact Risk Assessment on policies, procedures and service

The Provider will conduct equity audits to ensure the Service reaches segments of the population that are underrepresented but could benefit from the service.

Providers must be able to meet Worcestershire County Council's Digital Accessibility Requirements for their Content.

Digital accessibility requirements | Digital accessibility information for our third party providers of content | Worcestershire County Council

## Gender reassignment

Potential neutral impact selected

### Explanation of your reasoning:

The service won't specifically target people who are going through gender reassignment, however the service will actively meet the requirements of the Equality Duties and Equality Act 2010. This will ensure that the service is welcoming to all.

## Marriage and civil partnerships

Potential neutral impact selected.

### Explanation of your reasoning:

The service won't specifically target people who are married or in a civil partnership, however the service will actively meet the requirements of the Equality Duties and Equality Act 2010. This will ensure that the service is welcoming to all.

## Pregnancy and maternity

Potential neutral impact selected. Potential negative impact selected.

### Explanation of your reasoning:

This service won't be appropriate for pregnant people due to the nature of the exercises. Pre-natal exercise classes need to be delivered by appropriately qualified instructors. This service will not target or be appropriate for pregnant people. Dieting during pregnancy is also not recommended as it may harm the health of the unborn child. (NICE guidance)

## Race including travelling communities

Potential positive impact selected.

### Explanation of your reasoning:

**This service will be delivered in the heart of communities and will take a positive action approach to encourage participation from those who have been historically excluded due to race and ethnicity; predominantly those who are not from a white ethnic background. The service will also target people from socioeconomically deprived backgrounds. The service will actively meet the requirements of the Equality Duties and Equality Act 2010.**

## Religion and belief

Potential neutral impact selected.

**Explanation of your reasoning:**

The service won't specifically target people who are have a specific religion or belief, however the service will be delivered at a range of days and times which will provide more options for people who follow strict religious practices. The service will also be expected to deliver culturally appropriate sessions i.e. men only and women which will be outlined in the service specification. This service will actively meet the requirements of the Equality Duties and Equality Act 2010. This will ensure that the service is welcoming to all.

**Sex**

Potential positive impact selected. Potential neutral impact selected.

**Explanation of your reasoning:**

This service will be designed to ensure that there is an offer attractive to all, so that there is gender equity and balance in attendance and engagement. The service will actively meet the requirements of the Equality Duties and Equality Act 2010. This will ensure that the service is welcoming to all.

**Sexual orientation**

Potential neutral impact selected.

**Explanation of your reasoning:**

The service won't target people based on sexual orientation, however the service will actively meet the requirements of the Equality Duties and Equality Act 2010. This will ensure that the service is welcoming to all.

## 5 Characteristics - Public health

**Other vulnerable and disadvantaged groups**

Potential positive impact selected.

**Explanation of your reasoning:**

This will be an integrated community-based service that's responsive to the needs of residents, which results in empowering communities to improve health and wellbeing. The core programme will offer exercise interventions designed to reduce the risk of falls and maintain independence for those who are vulnerable, as well providing a broad range of health and wellbeing advice to service users either face to face, via telephone or digital.

**Health inequalities**

Potential positive impact selected.

**Explanation of your reasoning:**

The 'Healthy Worcestershire Service' will address health issues that are seen across the county but are more prevalent in some districts. For example, residents in the district of Redditch suffer with higher rates of obesity and are more likely to be physically inactive. The service will contribute to addressing health inequalities, and show measurable improvements in levels of physical activity, strength, balance, and flexibility, healthy lifestyles, and social connectedness. The service will also help to increase awareness of community safety issues such as doorstep crime, scams, and fraud by directly educating participants on how they can keep themselves safe.

**Social and economic**

Potential positive impact selected.

**Explanation of your reasoning:**

The Healthy Worcestershire programme will utilise existing local venues that are easily accessible and have good local transport links which removes barriers to participating in exercise. Community-based group exercise programmes that offer people the opportunity to interact with others are also more likely to increase adherence rates, as well as providing functional improvements associated with being more physically active (Killingback et al., 2017).

**Physical health**

Potential positive impact selected.

**Explanation of your reasoning:**

The service will contribute to addressing health inequalities, and show measurable improvements in levels of physical activity,



strength, balance, and flexibility, healthy lifestyles, and social connectedness. The service will also help to increase awareness of community safety issues such as doorstep crime, scams, and fraud by directly educating participants on how they can keep themselves safe.

This programme will support people to lead a healthy lifestyle which includes being physically active, eating a balanced healthy diet and having a healthy weight. Adults should try and do at least 150 minutes of moderate intensity activity a week or 75 minutes of vigorous intensity activity a week (physical activity guidelines). This should include doing strengthening activities that use major muscles, and those that improve balance and flexibility. This type of exercise can help reduce the risk of osteoporosis, falls and subsequent fractures. Eating a healthy, balanced diet which includes getting enough calcium, vitamin D and protein can also give people strong and healthy bones, as well as helping to maintain a healthy weight.

### **Mental health and wellbeing**

Potential positive impact selected.

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

Our mental health and physical health are interconnected. Having good mental and physical health and wellbeing is the key to enable people to live happy, prosperous, and independent lives. Research shows that people with mental ill health are more likely to have a preventable physical health condition such as heart disease. Nearly one in three people with a long-term physical health condition also has a mental health condition, most often depression or anxiety. This programme will support people to socially connect and become more physically active which will result in better mental health. This will be measured using the short Warwick-Edinburgh Mental Wellbeing Scale.

### **Access to services**

Potential positive impact selected.

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

The location of the programmes delivered as part of this service will be local community venues and potentially leisure centres. Consideration will be given to access issues for all proposed venues including disability access and proximity to public transport links. Proposed venues (unconfirmed) are:

Droitwich Methodist Church  
 Pershore Leisure Centre  
 Evesham Cavendish Park Care Home  
 St Peters Village Hall  
 Warndon Lyppard Hub  
 Perdiswell Leisure Centre  
 Kidderminster Holy Innocents Church  
 Batchley Community Centre  
 Windmill Community Centre  
 Fathers Barn Village Hall  
 Catshill Methodist Church  
 Wythall Village Hall  
 Bromsgrove Methodist Church  
 Newsong Community Church

## 6 Actions to mitigate potential negative impacts

<b>Risk identified</b>	Pregnant women will not be eligible for the service as the instructors delivering the exercise interventions may not be appropriately qualified to deliver to this group. Dieting during pregnancy is not recommended as it may harm the health of the unborn child.
<b>Actions required to reduce/eliminate negative impact</b>	Any pregnant women interested in the service will be signposted to the most appropriate guidance and information to help them to be more active during pregnancy. Such as the NHS website ( <a href="https://www.nhs.uk/pregnancy/keeping-well/exercise/">https://www.nhs.uk/pregnancy/keeping-well/exercise/</a> )
<b>Who will lead this action</b>	Adult Health Improvement Team
<b>Timeframe</b>	Duration of the contract

### How will you monitor these actions?

Not recorded

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

The EPHIA will be reviewed before the tender process after feedback is given. The service specification will also outline the need to regularly consult with current and prospective service users on the design and delivery of the service.

## 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

05/10/2023 08:32:37

### Screening Submitted Date Time

11/08/2023 14:05:49

### Last Reopened Date Time

26/09/2023 11:09:05

### Full Impact Submitted Date Time

26/09/2023 16:37:31

### Approved/Rejected Date Time

05/10/2023 08:32:37

### Current User Dashboard Request Status

Complete

## 9.0 People with access to the original screening

[Daphne Austin \(DAustin3@worcestershire.gov.uk\)](mailto:DAustin3@worcestershire.gov.uk)

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

[Daphne Austin \(DAustin3@worcestershire.gov.uk\)](mailto:DAustin3@worcestershire.gov.uk)

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## 10 Direct Questions

No Questions Asked