

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #616

#### 1.0 Screening Information

**Project Name**

Prevention Strategy

**Name of Project Sponsor**

Faye Pemberton Crowe

**Name of Project Manager**

Katie Stallard

**Name of Project Lead**

Katie Stallard

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

This isn't a project as such however a strategy has been drafted to document our approach to prevention in Worcestershire. This strategy forms part of the Peoples Directorate and outlines the preventative work in place and in development for adults in accordance with our statutory duties set out in the Care Act 2014. It supports the overarching Health and Wellbeing Strategy which brings greater emphasis to prevention activity being 'everybody's business.

**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**

Does not need 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.

The purpose of the strategy is to - Identify prevention services already available in the local area and the extent to which we involve or make use of them;

- Consider how we identify people in the area with needs for Care and Support which are not being met (by the Local Authority or otherwise) and; Bring these elements together to provide a robust plan for delivery over the next five years.

We are responding to the rapidly changing context of health and social care and therefore, this five-year strategy is underpinned by our vision of 'supporting individuals to live the lives they choose, in a place they call home, connected to people, places and opportunities that are meaningful to them'.

The aims of this strategy is -

- \* Offering connections and creating opportunities for social interaction.
- \* Enabling people to make well informed choices about their needs.
- \* Promoting choice and control to prevent or delay the need for care and support.
- \* Understanding the needs of residents in rural communities and those requiring specialist provision.
- \* Supporting people through Key life changes and events
- \* Championing the 5 ways to wellbeing through our community offer to improve the quality of life for Worcestershire residents.

### Upload Business Case or Support documents

No files uploaded

### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

To draft a strategy and engage partners and the public to ensure its fit for purpose.

### Project Outcomes

Briefly summarise what the project will achieve.

- \* Creating a sense of connection through inclusive communities and improving the quality of life of Worcestershire residents.
- \* Enabling inclusive spaces within the community to promote social connections.
- \* Understanding the needs of residents in rural communities and those requiring specialist provision.
- \* Championing the 5 ways to wellbeing through our community offer to improve the quality of life for Worcestershire residents.
- \* Supporting people to live through key life changes and events
- \* Enabling people to access a wide range of activities and support through the broad network of our community assets.
- \* Create resilience across Worcestershire through a shared understanding and commitment that enables engagement and involvement founded on collaboration with our key partners which include: health, primary care networks and the VCSE.

### 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?

No

## 1.2 Responsibility

### Directorate/Organisation

People

### Service Area

Adult Social Care

## 1.3 Specifics

### Project Reference (if known)

Not Recorded

### Intended Project Close Date \*

February 2024

## 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:

Data Protection

Equality and Public Health

Environmental Sustainability

### What was the conclusion?

Only Equality and Public Health required

### 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

Other - Health watch, VCSE Alliance, District Councils, LGA ( Local Government Association)

### Details of contributors to this assessment:

<b>Name</b>	Faye Pemberton Crowe
<b>Job title</b>	Assistant Director
<b>Email address</b>	fpemberton@worcestershire.gov.uk

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

### Please identify group(s) involved:

Service User

Carers

Communities

### 3.1 Information and evidence reviewed

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

We have talked to our staff, reviewed data collated from the resident engagement for the Health and Wellbeing strategy, and reviewed the level of demand and need for care and support across Worcestershire. Once the prevention strategy is live we will engage with the residents and providers on our approach to ensure our outcomes are achieved.

### 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 talked to our staff, reviewed data collated from the resident engagement for the Health and Wellbeing strategy, and reviewed the level of demand and need for care and support across Worcestershire. Once the prevention strategy is live we will engage with the residents and providers on our approach to ensure our outcomes are achieved.

### 3.3 Summary of relevant findings

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

Due to the findings we have structured the strategy into three key areas which we believe will enhance the resilience of our local community whilst delivering our statutory duties.

The three key areas are -

Reducing isolation and Loneliness  
Ageing well  
Advice Guidance and information

## 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 strategy will have a positive impact on anyone aged over 18 years by:

- \* Providing support, education and training to enable people to identify social isolation and loneliness and offer support as required.
- \* Providing education and information to encourage and enable people to age healthy and well.
- \* Facilitating opportunities to improve the overall physical health of individuals from young adults into later life.
- \* Supporting people through Key life changes and events

We know that there is an increased risk of falls in older adults which is why our strategy encourages people to stay physically active through both strength and balance components which in turn helps the reduction of falls, especially as they approach later life.

#### Disability

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

Keeping active helps people stay independent and maintain their health and wellbeing. Physical activity that includes both strength and balance components help the reduction of falls, especially as we approach later life. Muscle weakness and poor balance in later life are the most common preventable risk factors for falls. Making small changes to our lifestyle in earlier life can affect the ability to self-care, to walk, to engage in leisure activities and to work. Therefore, it is important to enable people to maintain their level of

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physical activity and wellbeing to age well. Gov.uk states that people with learning disabilities are at a similar risk of falls throughout their lives as older people in the general population. Around one third of falls by people with learning disabilities result in injury and the rate of fractures is higher than in the rest of the population. Our strategy encourages people to keep physically active through both strength and balance components which in turn helps the reduction of falls which has a positive benefit to everyone, especially people with learning disabilities who are at an increased risk.

### Gender reassignment

Potential neutral impact selected

#### Explanation of your reasoning:

We know historically individuals going through gender reassignment are at higher / increased risk of discrimination. Although the strategy doesn't directly have an impact specifically in this area anyone undergoing gender reassignment who have Care Act eligible needs will be supported to have their needs met in the most preventative way.

### Marriage and civil partnerships

Potential neutral impact selected.

#### Explanation of your reasoning:

There will be a neutral impact for people in this area

### Pregnancy and maternity

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

There is a positive and neutral impact as there may be benefits for pregnant people or those individuals in the period of 6 months post maternity by :-

- \* Offering connections and creating opportunities for social interaction.
- \* Enabling people to make well informed choices about their needs.
- \* Understanding the needs of residents in rural communities and those requiring specialist provision.
- \* Supporting people through Key life changes and events

### Race including travelling communities

Potential positive impact selected. Potential neutral impact selected.

#### Explanation of your reasoning:

**Potential impact on those who have historically, or currently have no fixed address such as some Gypsy, Roma and Traveller communities / families / individuals, are at higher risk of isolation than those not sharing this background. Studies show that acute loneliness and social isolation can significantly impact on wellbeing and quality of life. Being lonely has a significant and lasting negative effect on blood pressure. It is also associated with depression (either as a cause or as a consequence) and higher rates of mortality. Whilst this strategy doesn't affect service provision, the aim is to continue to carry on the good work already in place. For example - An established 'Tackling Loneliness Partnership Group' where over 35 organisations attend. - The creation of a 'Stay Connected Pledge', developed by the Partnership Group where partner organisations sign up to a set of key principles etc.**

### Religion and belief

Potential neutral impact selected.

#### Explanation of your reasoning:

Although the strategy doesn't directly have an impact specifically in this area anyone who has certain beliefs who have Care Act eligible needs will be supported to have their needs met in the most preventative way that doesn't impact on their religion or beliefs..

### Sex

Potential neutral impact selected.

#### Explanation of your reasoning:

Prevention support is for everyone with care act eligibility and those individuals who require information and support regardless of their sex.

### Sexual orientation

Potential neutral impact selected.

#### Explanation of your reasoning:

Prevention support is for everyone with care act eligibility and those individuals who require information and support regardless of their sexual orientation.

## 5 Characteristics - Public health

### Other vulnerable and disadvantaged groups

Potential positive impact selected.

#### Explanation of your reasoning:

Working closely with Public Health to support all vulnerable and disadvantaged groups, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. In addition to information and guidance, we will maximise our efforts to identify people at risk of falling earlier. This will be implemented by our front door team and community reablement team in addition to our existing strength based assessments. We will work closely with our District Council and NHS Colleagues to reduce the barriers to access equipment and assistive technology, to ensure timely access. We will work closely with Housing colleagues and support the implementation of the Housing strategy to ensure that there is adequate housing stock to meet the evolving health needs of individuals as they age across Worcestershire.

### Health inequalities

Potential positive impact selected.

#### Explanation of your reasoning:

As part of the prevention strategy we will work alongside public health to support embedding the health and wellbeing strategy which supports to prevent health inequalities.

### Social and economic

Potential positive impact selected.

#### Explanation of your reasoning:

Creating a sense of connection through inclusive communities and improving the quality of life of Worcestershire residents is an important part of the prevention strategy. Enabling inclusive spaces within the community to promote social connections. The strategy will champion the 5 ways to wellbeing through our community offer to improve the quality of life for Worcestershire residents. Loneliness and social isolation can affect everyone. Older people are particularly vulnerable after the loss of friends and family, reduced mobility or limited income. We will work with our local communities to understand the diverse health and care needs of people and local communities, so care is joined-up, flexible and supports choice and continuity. It is estimated that among those aged over 65, between 5 and 16 per cent report loneliness and 12 per cent feel isolated. As the UK's population rapidly ages, the issue of acute loneliness and social isolation is one of the biggest challenges facing our society. Health issues arising from loneliness and isolation add pressure on statutory health and social care services. Through early intervention and prevention, we can improve people's quality of life, while limiting dependence on more costly services.

### Physical health

Potential positive impact selected.

#### Explanation of your reasoning:

Priority 2 in the prevention strategy is relevant for all adults and refers to a shift in culture and approaches to physical activity and how this can help prepare for later life. Keeping active helps people stay independent and maintain their health and wellbeing. Physical activity that includes both strength and balance components help the reduction of falls, especially as we approach later life. Muscle weakness and poor balance in later life are the most common preventable risk factors for falls. Working together with our partners across Worcestershire, we want to create a culture and foster behaviors where being active becomes the norm in everyday life to maintain our independence in later life and where people are enabled to -

- \*Access equipment and assistive technology without lengthy waits to keep us independent.
- \* Have confidence that there is enough appropriate housing available locally to support us as our needs change with age
- \* Access a range of services to help keep us physically active, regardless of our differing abilities, which are fun and inclusive
- \* Know how to be prepared for later life to help maintain our independence.
- \* Identify risks of falling and provide advice/guidance before it happens.

Working closely with Public Health, we will promote the importance of maintaining strength throughout our lives. We will utilise our community assets (libraries and museums) and take opportunities to educate people on ageing well. Delivered by our Pathway 1 and Community Reablement Team, we will offer access to strengthening programmes following a period of inactivity to prevent deconditioning events. In addition we will signpost people to the Healthy Worcestershire Programme.

**mental health and wellbeing**

Potential positive impact selected.

**Explanation of your reasoning:**

Having preventative services and information in place will support to reduce isolation and loneliness which has an impact on individuals mental health and wellbeing. The prevention strategy links in to the health and wellbeing strategy which both work to ensure negative impacts around mental health and wellbeing are reduced.

**Access to services**

Potential positive impact selected.

**Explanation of your reasoning:**

Under Section 4 of the Care Act the Local Authority must establish, co-ordinate and maintain a service (or services) that provide accessible, up-to-date, accurate, comprehensive but proportionate advice and local information relating to Care and Support for people and support for carer's. Information and advice services enable people, carer's and families to take control of, and make well-informed choices about their Care and Support and how they fund it. Not only does information and advice help to promote people's Wellbeing by increasing their ability to exercise choice and control, it is also a vital component of preventing or delaying people's need for Care and Support which the Local Authority must always consider as part of its statutory duties.

We want to provide residents with high quality advice, guidance and information to promote choice, control and independence where people are enabled to -

- \* Have confidence that the voice of carer's is equally heard and services are tailored as appropriate.
- \* Know that we are being listened to and services are developed and improved based on our feedback and experience.
- \* We want advice, guidance and information personalised to our needs which promotes our wellbeing.

We will relaunch our community directory which will offer a central location for accessing health and wellbeing information across the county. It will be aligned to the Health and Wellbeing Strategy, and provides a strong preventative approach. Working together with our Building Together Forum and our Equality, Diversity and Inclusion Lead, we will ensure that our information, advice and guidance is accessible and inclusive.

## 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 aim is the strategy is due to go live in February 2024 and we will monitor and review our progress against the strategy within 12 months so we will review this at the same time.

## 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

13/12/2023 13:55:55

### Screening Submitted Date Time

16/10/2023 09:45:53

### Last Reopened Date Time

07/12/2023 14:03:46

### Full Impact Submitted Date Time

07/12/2023 14:10:47

### Approved/Rejected Date Time

13/12/2023 13:55:55

### Current User Dashboard Request Status

Complete

## 9.0 People with access to the original screening

[Katie Stallard \(KStallard2@worcestershire.gov.uk\)](mailto:KStallard2@worcestershire.gov.uk)

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

[Katie Stallard \(KStallard2@worcestershire.gov.uk\)](mailto:KStallard2@worcestershire.gov.uk)

[Lauren Williams \(LWilliams1@worcestershire.gov.uk\)](mailto:LWilliams1@worcestershire.gov.uk)



10

**Direct Questions****Question:**

hello, I have provided feedback and some suggested amends via email directly. Please email equality@worcesteshire.gov.uk for any queries. Maddy

Asked by Maddy Cameron (MCameron@worcesteshire.gov.uk) at 23/11/2023 15:47:38

Katie Stallard (KStallard2@worcesteshire.gov.uk) has been asked this question.

**Response:**

Can you please reopen so i can make amends. thank you

Katie Stallard (KStallard2@worcesteshire.gov.uk) at 28/11/2023 09:15:41

**Response:**

Hi Katie,

I have emailed you directly with feedback and have re opened for you to make some additional amends :)

Lauren

Lauren Williams (LWilliams1@worcesteshire.gov.uk) at 01/12/2023 08:53:23

[Add Response](#)