

Stage 1 Equality Impact Assessment – Initial Screening

Assessor(s) Name(s):	Claire Robertson
Directorate:	CX Directorate – Resident Information & Consultation division
Date of Completion:	18 October 2012

Name of Policy/Strategy/Service/Function Proposal

Health and Wellbeing strategy

The Aims, Objectives and Expected Outcomes:

The Shadow Health & Wellbeing Board is required to have in place by April 2013, a strategy for the health and wellbeing of the Island community.

Aims

This strategy aims to set out the broad vision, priorities and plans for tackling the challenges identified in the Joint Strategic Needs Assessment; a comprehensive data-based picture of the Island's needs.

Expected Outcomes:

The Shadow Health & Wellbeing Board has set out its vision of working together with the Island community to improve the quality of life for all residents and in so doing to address health inequalities and improve life expectancy for all.

Key objectives

The board has identified five key priority areas on which to focus over the next three years to help them work towards this goal:

- Children and Young People are given the best start in life.
- Sustainable economic growth for the Island supports improved employment opportunities.
- People are helped and supported to prepare for old age and to manage long-term health conditions.
- People make healthy choices for healthy lifestyles.

- **The Isle of Wight is a better place to live and visit.**

The strategy sets out broad plans for tackling these key priorities as well as identifying some of the work already being undertaken across the Island in these key areas.

The Shadow Health & Wellbeing Board now wish to consult with residents to ensure the vision, priorities and plans are the right ones for the Island community, before preparing their final draft.

This is a new strategy which is required by legislation to be in place by April 2013.

Key Questions to Consider in Assessing Potential Impact

Will the policy, strategy, service or council function proposal have a negative impact on any of the protected characteristics or other reasons that are relevant issues for the local community and/or staff?

No

Has previous consultation identified this issue as important or highlighted negative impact and/or we have created a “legitimate expectation” for consultation to take place? A legitimate expectation may be created when we have consulted on similar issues in the past or if we have ever given an indication that we would consult in such situations

Yes

Do different groups of people within the local community have different needs or experiences in the area this issue relates to?

Yes

Could the aims of these proposals be in conflict with the council’s general duty to pay due regard to the need to eliminate discrimination, advance equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not?

No

Will the proposal have a significant effect on how services or a council function/s is/are delivered?

Yes

Will the proposal have a significant effect on how other organisations operate?

Yes

Does the proposal involve a significant commitment of resources?

Yes

Does the proposal relate to an area where there are known inequalities?

Yes

If you answer **Yes** to any of these questions, it will be necessary for you to proceed to a full Equality Impact Assessment after you have completed the rest of this initial screening form.

If you answer **No** to all of these questions, please provide appropriate evidence using the table below and complete the evidence considerations box and obtain sign off from your Head of Service.

Protected Characteristics	Positive	Negative	No impact	Reasons
Age	X			The Health & Wellbeing Strategy sets out two key priorities affecting age; that children are given the best possible start in life and that people are helped and supported to prepare for old age and to manage long-term health conditions. The strategy also sets out key priorities for improving the health & wellbeing of the entire community including those focused on the growth of the local economy, improving the environment, community safety, housing etc.
Disability	X			The strategy identifies a key priority to support those living with long-term conditions; including physical disabilities, long-term illness and mental health conditions.
Gender Reassignment	X			The strategy does not specifically focus on people living within the Island community who have undergone gender reassignment, however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community eg economic growth, improving the local environment, community safety, housing etc.
Marriage & Civil Partnership	X			The strategy does not specifically focus on people living within the Island community who have entered a marriage or civil partnership however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.
Pregnancy & Maternity	X			The Health & Wellbeing Strategy sets out a key priority focusing on children being given the best possible start in life recognising that children's life chances are determined by the first five years of their development including pre and post birth. It sets out current challenges and plans for positively addressing these so that there is a positive impact on pregnancy and maternity.
Race	X			The strategy does not specifically focus on people living

				within the Island community of any particular race however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.
Religion / Belief	X			The strategy does not specifically focus on people living within the Island community who have adopted any particular religion or belief however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.
Sex (male / female)	X			The strategy does not specifically focus on people living within the Island community of any particular gender however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.
Sexual Orientation	X			The strategy does not specifically focus on people living within the Island community adopting any particular form of sexual orientation however the various strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community. Sexual health is also identified as a key focus within the plans outlined by the strategy.

Are there aspects of the proposal that contribute to or improve the opportunity for equality?	Yes
The strategy recognises that there are inequalities in health and life expectancy across the Island and seeks through the priorities and plans identified to address these inequalities.	

Evidence Considered During Screening
Joint Strategic Needs Assessment Committee reports Health & Wellbeing Board and executive board feedback on the draft strategy

Head of Service Sign off:	
Advice sought from Legal Services (Name)	
Date	

A signed version is to be kept by your team and also an electronic version should be published on the council's website (follow the link from the EIA page on the intranet)

To be completed following public consultation (December 2012/January 2013)

Stage 2 Full Equality Impact Assessment

Assessor(s)Name(s):	Claire Robertson
Directorate:	CX Directorate – Resident Information & Consultation division
Date of Completion:	To be completed following public consultation (December 2012/January 2013)

Name of Policy/Strategy/Service/Function Proposal

The Aims, Objectives and Expected Outcomes:

Using the information provided in your initial screening, write a brief description of your policy, strategy, service or council function under assessment. It is important to focus on the reasons for a new or changed approach and what it intends to achieve. Include who the main beneficiaries or users are and the main groups of people with protected characteristics who are affected. State how this proposal fits with the council's corporate priorities.

Please delete as appropriate:

- This is a new policy/strategy/service/council function proposal

- This is a proposed change/review to/removal of an existing policy/strategy/service/council function (*check whether the original decision was equality impact assessed*)

Scope of the Equality Impact Assessment

Include any links to a previous equality impact assessment or work delivered by another Directorate/service or partner organisation. Describe the approach to be taken in data collection, stakeholder involvement and state who the stakeholders are.

Establish your monitoring and review arrangements.

Sources of evidence may include:

- *Service monitoring reports including equality monitoring data*
- *User feedback*
- *Population data – IW Facts and Figures (add link)*
- *Complaints data*
- *Published research, local or national*
- *Feedback from consultations and focus groups*
- *Feedback from individuals or organisations, other council departments, partner organisations etc*

Set out any data gaps that may need to be addressed and how you plan to address them and include in your action plan.

Analysis and assessment

Given the available information, what is the actual or likely impact on minority, disadvantaged, vulnerable and socially excluded groups? Is this impact positive or negative or a mixture of both? In particular set out how the council as a public body has met its duty to pay regard to eliminate unlawful discrimination, harassment and victimisation and advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.

Detail what concerns were identified during any consultation exercises together with any positive impact that has been identified and how this can be promoted or enhanced. Are there any concerns from consultation and data gathering that have not been taken on board, if so, please justify and explain the reason for this.

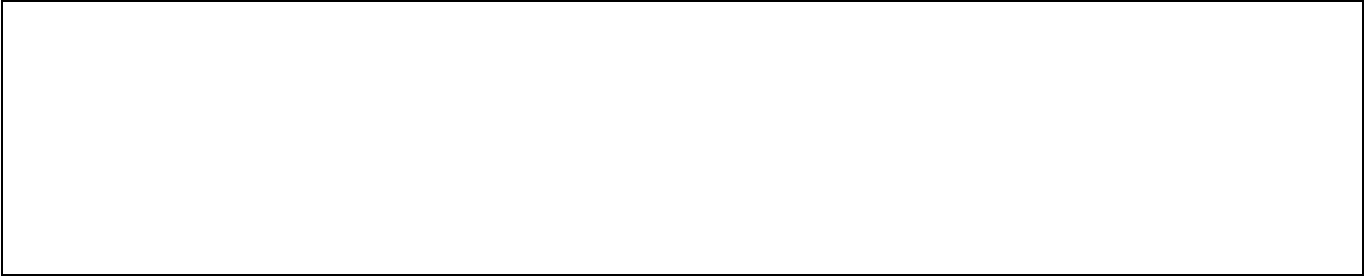
Does the proposal have the potential to cause unlawful discrimination (for example is it possible that the proposal may exclude certain groups of people from obtaining services or limit their participation in any aspect of public life?)

Set out in light of the consultation and data gathering what changes, if any you will make to the proposal

What can be done to reduce the effects of any negative impacts? Where negative impact cannot be completely diminished, can this be justified and is it lawful?

Recommendations

Please summarise the main recommendations arising from the assessment. If it is not possible to diminish negative impacts to an acceptable or even a lawful level the recommendation should be that the proposal or the relevant part of it should not proceed.



Action/Improvement Plan

The table below should be completed using the information from your equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Remove or lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Area of impact	Is there evidence of negative positive or no impact?	Could this lead to adverse impact and if so why?	Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group or any other reason?	Please detail what measures or changes you will put in place to remedy any identified impact (NB: please make sure that you include actions to improve all areas of impact whether negative, neutral or positive)
Age				
Disability				
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race				
Religion / Belief				

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Sex (male or female)				
Sexual Orientation				
HR & workforce issues				
Human Rights implications if relevant				
<p>Please remember - actions should have SMART targets and be reported to the Diversity Board (this should be done via your Directorate representative) and incorporated into your service/team Plans and /or objectives of key staff</p>				

Summary	
Date of Assessment:	
Signed off by Head of Service/Director	
Review date	
Date published	

Publishing checklist	Yes	No
<ul style="list-style-type: none"> • <i>Plain English – will your EIA make sense to the public?</i> • <i>Acronyms – check you have explained any specialist names or terminology</i> • <i>Evidence – will your evidence stand up to scrutiny; can you justify your conclusions?</i> • <i>Stakeholders and verification – have you included a range of views and perspectives to back up you analysis?</i> • <i>Gaps and information – have you identified any gaps in services or information that need to be addressed in the action plan?</i> • <i>Success stories – have you included any positive impacts that have resulted in change for the better?</i> • <i>Action plan – is action plan SMART? Have you informed the relevant people to ensure the action plan is carried out?</i> • <i>Review have you included a review date and a named person to carry it out?</i> • <i>Challenge – has your equality impact assessment been taken to Diversity Board/Call Over for challenge?</i> • <i>Signing off – has your Head of Service/Director signed off your EIA?</i> • <i>Basics – have you signed and dated your EIA and named it for publishing?</i> • <i>A signed version to be kept by your team for review and electronic version to be uploaded on to the council’s website</i> 		