

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and gender identity. We also have a responsibility to foster good community relations. Although they are not a legal requirement, conducting a basic assessment will allow you to look at the possible implications of a policy or procedure, and take any mitigating action if appropriate.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

All relevant committee reports should include an equalities impact assessment. This will ensure that equalities considerations are available for members to consider as part of the formal decision-making process. If your EIA is part of a Cabinet Report, please forward it to Democratic Services, along with your other committee paperwork. It is usual to publish the EIA with the other public papers in advance of a committee meeting. Please also remember to complete the EIA section of the report checklist and the EIA summary section on the report itself.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate:	
Service: Policy and Strategy	
Name of Officer/s completing assessment: Tiran Khehra	
Date of Assessment: December 2021	
Name of service/function or policy being assessed: Refreshed Wellbeing Strategy 2021-2026	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The Health and Wellbeing Board has a statutory duty to produce and deliver a Health and Wellbeing Strategy for Slough to help improve health and wellbeing in the local population and reduce health inequalities. The strategy outlines the vision, objectives and priorities based on the findings of the Joint Strategic Needs Assessment (JSNA) including performance data and feedback from communities and senior leaders across the health and care system.</p> <p>The Wellbeing Strategy has four priorities which will aim to improve health inequalities and wellbeing in the local population over the next five years:</p> <ul style="list-style-type: none"> - Priority One: Starting Well - Priority Two- Integration - Priority Three- Strong, Healthy and Attractive Neighbourhoods - Priority Four- Workplace Health
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>The Wellbeing Board (consisting of various partners; SBC, Healthwatch Slough, SCVS, NHS England, TVP, East Berkshire CCG, Children First)</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p>

	<p>All residents and employees will be affected</p> <p>Age: All</p> <p>Disability: All</p> <p>Gender Reassignment:</p> <p>Marriage and Civil Partnership:</p> <p>Pregnancy and maternity: All</p> <p>Race:</p> <p>Religion and Belief:</p> <p>Sex:</p> <p>Sexual orientation:</p> <p>Other:</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Age: The Health and 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 and community safety.</p> <p>Disability: The strategy identifies a key priority to support those living with long-term conditions; including physical disabilities, long-term illness and mental health conditions.</p> <p>Gender Reassignment: The strategy does not specifically focus on people living within Slough 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, etc.</p> <p>Marriage and Civil Partnership: The strategy does not specifically focus on people living within Slough 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.</p>

	<p>Pregnancy and maternity: 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.</p> <p>Race: The strategy does not specifically focus on people living within Slough 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.</p> <p>Religion and Belief: The strategy does not specifically focus on people living within Slough 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.</p> <p>Sex: The strategy does not specifically focus on people living within Slough of any particular gender however the strands of the strategy focus on aspects of societal health and wellbeing with the potential to impact positively on all residents in the community.</p> <p>Sexual orientation: The strategy does not specifically focus on people living within Slough 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</p> <p>Other:</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>None</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Joint Strategic Needs Assessment Committee reports</p>

	Health and Wellbeing Board and executive board feedback on strategy
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The different strands of the strategy have been engaged or consulted with groups and individuals by one or more partners to ensure the strategy is representative of the wider Slough community. The recent consultative work which took place in relation to the Slough 2040 vision engaged with various stakeholders from staff to community groups to young people.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Yes. The recent refresh of the Wellbeing Strategy primarily included the Slough 2040 vision, a vision which was consulted with local residents and took community relations into consideration.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>Any significant negative impact will be addressed immediately by the board and an action plan will be drafted.</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	X
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date