

SLOUGH BOROUGH COUNCIL

REPORT TO: Slough Wellbeing Board **DATE:** 11 January 2022
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WARD(S): All

PART 1

FOR INFORMATION AND COMMENT

EQUALITY IMPACT ASSESSMENT

1. Purpose of Report

This report looks at the draft Equality Impact Assessment (EIA) for the recently refreshed Health and Wellbeing Strategy 2021-2026.

2. Recommendation(s)/Proposed Action

The Board is requested to:

- a) note the EIA
- b) comment on the draft assessment

3. The Slough Joint Wellbeing Strategy, the JSNA and the Five Year Plan

3a. Slough Wellbeing Strategy Priorities

The EIA reviews all four priorities of the Slough Health and Wellbeing Strategy and the impact this will have on Slough.

Priorities:

1. Starting Well
2. Integration (relating to Health & Social Care)
3. Strong, healthy and attractive neighbourhoods
4. Workplace health

3b. Five Year Plan Outcomes

The EIA is relevant for all of the councils Five Year Plan outcomes

- Outcome 1: Slough children will grow up to be happy, healthy and successful
- Outcome 2: Our people will be healthier and manage their own care needs
- Outcome 3: Slough will be an attractive place where people choose to live, work and stay
- Outcome 4: Our residents will live in good quality homes
- Outcome 5: Slough will attract, retain and grow businesses and investment to provide opportunities for our residents

4. Other Implications

(a) Financial

There are no financial implications from the review.

(b) Risk Management

There has been no risk identified.

(c) Human Rights Act and Other Legal Implications

There are no legal implications from the review. Any impact will be a positive one on human rights.

(d) Equalities Impact Assessment

This is an EIA of the refreshed Health and Wellbeing Strategy 2021-2026

5. **Supporting Information**

- 5.1 The draft EIA looks at the impact the refreshed Health and Wellbeing Strategy 2021-2026 has on the protected characteristics and whether this has a positive or a negative impact.
- 5.2 The strategy has various strands which sets out key priorities for improving health and wellbeing of Slough's community. These strands will affect different groups in different ways, all with a positive impact.
- 5.3 **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.
- 5.4 **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.
- 5.5. **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.
- 5.6 **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.
- 5.7 **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.

- 5.8 **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.
- 5.9 **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.
- 5.10 **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.
- 5.11 **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.

6. **Comments of Other Committees**

None yet.

7. **Conclusion**

The EIA is a draft and will be a changing document. Any potential negative impacts should be noted on the EIA and an action plan should be produced to mitigate any risks.

The Board is asked to comment on the draft and the EIA should be reviewed every time the Health and Wellbeing Strategy is refreshed or if there are changes made.

7. **Appendices Attached**

'A' Equalities Impact Assessment for Health and Wellbeing Strategy 2021-2026

9. **Background Papers**

None.