

EQUALITY IMPACT ASSESSMENT (EIA)

Health and Wellbeing Strategy refresh 2020 – 2025

Before completing this document please refer to our 'Guide to Equality Impact Assessments' [here](#).

Service/policy/strategy/practice/plan being assessed	Health and Wellbeing Strategy refresh 2020 – 2025
Business Unit/Service Area	Public Health (on behalf of the Warwickshire Health and Wellbeing Board)
Is this a new or existing service/policy/strategy/practice/plan?	Existing Strategy (refresh)
EIA Review team – list of members	Rachel Barnes, Rob Sabin, Lucy Rumble, Sue Robinson, Gemma McKinnon
Do any other Business Units/Service Areas need to be included?	Business Intelligence, Communications, wider Health and Wellbeing Board partners
Date of assessment	August 2020
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees? <i>If yes let your Assistant Director and the Customer Relations Team know as soon as possible</i>	No

Details of service/policy/strategy/practice/plan

Scoping and Defining	
<ul style="list-style-type: none"> • What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan? 	<p>The Health and Wellbeing Board has a statutory duty to produce and deliver a Health and Wellbeing Strategy for Warwickshire 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. The objectives of the refreshed strategy need to be reflected in the commissioning plans of Warwickshire County Council (WCC) and the wider Health and Care Partnership.</p> <p>Generally, health in Warwickshire is good overall but it varies widely across the county and we are facing significant challenges over the next five years with an aging population and rising demand for services. We are proposing a vision of 'Living Well in Warwickshire' and three high level strategic outcomes:</p> <ul style="list-style-type: none"> • People will lead a healthy and independent life. • People will be part of a strong community. • People will experience effective and sustainable services. <p>We are also proposing two short term areas of focus in the next 12-18 months:</p> <ul style="list-style-type: none"> • Help our children have the best start in life • Help people improve their mental health and wellbeing, particularly around prevention and early intervention in our communities. <p>We plan to carry out public consultation and engagement to help shape the priorities and our approach to delivering the vision of 'Living Well in Warwickshire'. We would like to hear residents' views on this.</p>
<ul style="list-style-type: none"> • Who are the customers? 	<p>Residents and local communities in Warwickshire</p>

<ul style="list-style-type: none"> • How has equality been considered in the development or review so far? 	<p>Equality is a key consideration in the development of this consultation and achieving the vision that people and communities are living well in Warwickshire.</p> <p>Since 2018 we have been building our understanding of needs and assets across the county by looking at a wide range of evidence and listening to as many people as possible including those with protected characteristics. We have talked to around 2000 people and 300 community organisations about key issues as part of our Joint Strategic Needs Assessment (JSNA). We have heard the voice of patients through organisations such as Healthwatch and the Clinical Commissioning Groups, and talked to groups such as the Youth Parliament, Children in Care Council, and the Equality and Inclusion Partnership (EQUIP) to help identify priorities. We have also used feedback from our Covid-19 residents survey where we heard from over 2,000 Warwickshire residents on how the pandemic had impacted on their health and wellbeing and ability to access services.</p> <p>However, there have been a number of key gaps identified where engagement needs to be increased, including:</p> <ul style="list-style-type: none"> • Residents in North Warwickshire • Those unemployed • Under 30s (including under 18s) • Some ethnic minority groups <p>We need the feedback and views of all communities across Warwickshire to ensure that we are focusing on the appropriate priorities and outcomes in our refreshed strategy.</p>
<ul style="list-style-type: none"> • What is the reason for the change/development? 	<p>The Health and Wellbeing Strategy is a high-level plan for improving health and wellbeing and reducing health inequalities for Warwickshire residents. It is used by Warwickshire County Council (WCC) and other local health and care partners to inform plans for commissioning and delivering services. It also shapes work with partners to help meet health and social care needs and address the wider social determinants of health. The Strategy is owned by the Warwickshire Health and Wellbeing Board, which brings together senior leaders from WCC, district and borough councils, acute and community NHS trusts, the Clinical Commissioning Groups (CCGs), NHS England, the Police and Crime Commissioner, and voluntary sector organisations. The current Strategy runs to the end of 2020 and needs to be refreshed for 2020-25. We need to ensure that we have the views of communities and residents across</p>

	Warwickshire in order to focus on the appropriate priorities and outcomes, which is of even greater importance following the impact Covid-19 has had on health & wellbeing outcomes, health inequalities and the wider determinants of health.
<ul style="list-style-type: none"> How does it fit with Warwickshire County Council's wider objectives? 	<p>The Health and Wellbeing Strategy refresh 2020 – 2025 supports the Council Plan and its Vision: “to make Warwickshire the best it can be, sustainable now and for future generations” and its two overarching priorities:</p> <ol style="list-style-type: none"> 1. For Warwickshire's communities and individuals to be supported to be safe, healthy and independent to help the most vulnerable children and adults. 2. For Warwickshire's economy to be vibrant and supported by the right jobs, training, skills and infrastructure. This will support communities and businesses to develop skills, attract investment, maintain the county's transport network and enable young people to access a place in a high-quality educational setting.
<ul style="list-style-type: none"> Why might it be important to consider equality and the protected characteristics? 	To ensure that the views of residents and communities are fed into the consultation and that their life experiences and expectations help shape the Health and Wellbeing Strategy. To ensure those who maybe seldom heard, socially isolated or experience barriers to social inclusion are proactively engaged with and supported to be part of the consultation wherever possible. This is even more important due to the impact Covid-19 has had on health inequalities and the wider determinants of health, whereby those who are already disadvantaged are most likely to experience increased risk of Covid-19.
Information Gathering	
<ul style="list-style-type: none"> What sources of data have you used? <p><i>You must keep a record of any data you have currently used as supporting evidence</i></p>	<p>Extensive data has been collected as part of the place-based JSNA across 22 areas in Warwickshire from 2018-20, and it is proposed the consultation on the HWB Strategy is an extension of this engagement activity.</p> <p>The aim of the JSNA is to carry out research into local health needs and assets and put in place coordinated interventions to address these issues. Over 2000 residents' and professionals' surveys have been completed to collect information to identify health and wellbeing needs of people in Warwickshire. In addition, 16 stakeholder events have been delivered across all 22 JSNA areas to identify local needs and which communities may be adversely affected by</p>

inequalities in health. The Business Intelligence team have produced detailed needs assessments through analysis of national and local data. The reports highlight themes and recommendations associated with the health and wellbeing needs of the community: <https://www.warwickshire.gov.uk/joint-strategic-needs-assessments-1/jsna-place-based-approach>

At the close of the survey at the end of February 2020, 1769 residents' surveys had been completed. Male (including trans man) - 518 (29.3%), Female (including trans woman) - 1168 (66.0%), Under 18 - 26 (1.5%), 18 – 29 - 80 (4.5%), 30 – 44 - 424 (24.0%), 45 – 59 - 423 (23.9%), 60 – 74 - 564 (31.9%), 75 + - 204 (11.5 %), White – British - 1556 (88.0%)

Focus groups have been carried out with Youth Parliament and Children in Care Council to capture the views of children and young people in a variety of circumstances. Also stakeholders and partners such as EQuIP, WCAVA, Young People First, schools, schools consortiums, local community groups and youth organisations, Warwickshire Young Carers, Healthwatch, Compass, WCC colleagues have all been given presentations and information and asked to support the JSNA process by inviting partners and colleagues to stakeholder events and by circulating the on-line survey. GPs surgeries, Town and Parish Councils, Clinical Commissioning Groups and South Warwickshire Foundation Trust (SWFT) have all received information and requests were made for these partners to support the consultation process. Public Health colleagues have attended events to promote the surveys and stakeholder events. The WCC Localities Team have also conducted surveys and events with residents and community groups/organisations throughout Warwickshire.

Social media campaigns have taken place targeting young people: a radio campaign was delivered between December 2019 to February 2020 and the press were approached with articles promoting the surveys and stakeholder events. Case studies have been shared and the JSNA has been promoted through internal and external communications and newsletters.

In addition to this, survey data has been used from the Covid-19 residents survey which took place between August 16th and September 30th 2020 and was hosted by WCC's Ask Warwickshire consultation hub. The survey received 2,510 respondents. The final report of the survey is due to be presented at Health and Wellbeing Board in January 2020.

<ul style="list-style-type: none"> • What does the data you have tell you about your customers and about protected equality groups? 	<p>People from poorer socioeconomic backgrounds and those with long-term health conditions and disabilities may experience more barriers to social inclusion and are at greater risk of experiencing inequalities in health. The public consultation on the draft Health and Wellbeing Strategy will provide the opportunity to engage further with protected equality groups wherever possible, utilising the expertise and networks of organisations such as TAPPSPG (Third, Public and Private Sector Partnership Group) and EQuIP (Equality and Inclusion Partnership).</p>
<ul style="list-style-type: none"> • What do you need to know more about? 	<p>More detailed information and equality monitoring regarding protected equality groups as part of consultation.</p>
<ul style="list-style-type: none"> • How could you find this out and who could help you? 	<p>Using the Health and Wellbeing Strategy refresh 2020-25 consultation and through the use of virtual community engagement and surveys, with the support of organisations such as Beehive Consulting, WCAVA, EQuIP, Healthwatch and internal colleagues.</p>
Engagement and Consultation	
<ul style="list-style-type: none"> • Who have you consulted with from protected equality groups? 	<p>Females, older people, BAME groups and people with a long-standing illness or disability, and young people via engagement as part of the JSNA and the HWB Strategy consultation (as outlined above).</p>
<ul style="list-style-type: none"> • Who else could you consult with? 	<p>Wider consultation on protected characteristics including BAME and sexual orientation, disability, and young people.</p>
<ul style="list-style-type: none"> • Who can help you to do this? 	<p>Partners on the HWB Board and Voluntary and third sector organisations will be asked to support further consultation to capture feedback.</p>
Monitor and Evaluate	
<p>(14) How will you monitor and evaluate the service/strategy/practice/plan?</p>	<p>In the longer-term success will be measured by improved health outcomes and reduced demand on services from developing and mobilising the refreshed HWB Strategy e.g. healthy life expectancy, demand on adult social care services, and attendances at primary and secondary care. In the short term, success will be measured via the number of people engaged in the Health and Wellbeing Strategy 2020-25 refresh consultation and support for the draft priorities.</p>

Please note: Further information and advice about the corporate consultation process can be found [here](#).

(15) Analysis of impact and potential actions:				
Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> ● Eliminate discrimination/mitigate negative impact ● Advance equality of opportunity ● Foster good relations
		Positive impacts identified (actual and potential)	Negative impacts identified (actual and potential)	
Age	The number of people aged over 65 is increasing significantly across Warwickshire. People are living longer but live with poor health for longer. Public services are struggling to meet the increase in demand. Services for older people is an overarching theme identified in the JSNA.	Increased preventative and early intervention solutions to develop resources and assets to meet the needs of an ageing population.	Some older people may not have the opportunity to engage in this process due to transport and accessibility issues. There may also be issues with accessing virtual appointments/services that require technology.	Identify solutions to engage this group of people, working with other community groups and organisations that have the expertise and understanding regarding the needs of those over 65.
Disability	Living with a disability may increase the chances of experiencing poor health and social	This consultation will seek to engage a wide range of residents and	Ensuring that those with disabilities can access the consultation	Engage partner organisations that have the knowledge, relationships and expertise associated with a range of disabilities. Engage those with disabilities in the consultation process through

	isolation	members of the community, including people with a range of disabilities	process may be challenging.	surveys/virtual engagement sessions.
Sex	Women are generally living longer than men. This in itself creates challenges. As a result women may experience more poor health conditions associated with old age. There is an increased prevalence of men experiencing poor mental health.	Women have shown a greater interest in the JSNA consultation. This has helped to gain a greater understanding of the needs of women.	Ensuring the needs of both men and women are met equally. Exploring mechanisms to overcome the gender bias in the JSNA consultation and engage equal numbers of both genders.	Use different methods and mechanisms to engage both men and women.
Race	BAME communities may have a greater chance of experiencing poverty and or social isolation. The consultation will seek to engage these communities to help to identify mechanisms to overcome these barriers.	BAME communities engaged and given greater opportunities to address health and wellbeing issues specific to their needs.	Inadvertently excluding minority communities and therefore not meeting their needs.	Proactively engage BAME communities within their neighbourhoods and work with partners with existing relationships and networks.
Religion or	No information available			More engagement in this area will be carried out. All

belief				residents and members of the community will be proactively engaged in the consultation, for example an engagement session will be carried out with a local Faith Forum. Relationships and networks will be developed with members of these communities and community groups or organisations working with these communities.
Gender Reassignment	No information available			As above.
Pregnancy and Maternity	No information available			As above.
Sexual orientation	No information available			As above.
Marriage and Civil Partnership (NB: only in relation to due regard to eliminating unlawful discrimination)	No information available			As above.

(16) Outcomes of Equality Impact Assessment		
Action	Timescale	Responsibility
Engagement is required with all groups within the Protected Characteristics in order to identify health and wellbeing needs.	November 20 – January 21	Public Health

Date of Next Review	January 2020
----------------------------	---------------------

Name and signature of Officer completing the EIA	Gemma McKinnon
Name and signature of Assistant Director	Shade Agboola
Name and signature of Directorate Equalities Champion	

If you would like any equalities support or advice on this completed document, please contact the Equalities Team on 01926 412370 or equalities@warwickshire.gov.uk