

## Warwickshire County Council Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or [equalities@warwickshire.gov.uk](mailto:equalities@warwickshire.gov.uk)

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|---|--|
| <b>Service / policy / strategy / practice / plan being assessed</b>   | <b>Health and Wellbeing Strategy refresh 2020 – 2025</b>                         |
| <b>Business Unit / Service Area</b>   | Public Health (on behalf of the Warwickshire Health and Wellbeing Board)         |
| <b>Is this a new or existing service / policy / strategy / practice / plan?</b> If an existing service / policy / strategy / practice / plan please state date of last assessment | Existing Strategy (refresh)  |
| <b>EIA Review team – list of members</b>  | Gemma McKinnon, Ashley Simpson   |
| <b>Do any other Business Units / Service Areas need to be included?</b>   | Business Intelligence, Communications, wider Health and Wellbeing Board partners |
| <b>Does this EIA contain personal and / or sensitive information?</b>   | No   |

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| <p><b>Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?</b></p> | <p>No</p> <p>If <b>yes</b> please let your Assistant Director and the Customer Relations Team know as soon as possible</p> |
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**1. Please explain the background to your proposed activity and the reasons for it.**

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.

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:

- People will lead a healthy and independent life.
- People will be part of a strong community.
- People will experience effective and sustainable services.

We are also proposing two short term areas of focus in the next 12-18 months:

- 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.

## 2. Please outline your proposed activity including a summary of the main actions.

The Strategy has been produced in collaboration with Health and Wellbeing Board partners in a context of change which brings both challenges and opportunities. Much has happened since our first Strategy in 2014. There is significant pressure in the health and care system and the public sector more widely because of increasing demand and reducing capacity. This has been further amplified by the Covid-19 pandemic which has radically changed how society functions.

As we start to rebuild communities and reset services as part of our recovery from the Covid-19 pandemic, even more importance needs to be placed on tackling inequalities in health and creating engaged and cohesive communities that are able to thrive despite the ongoing challenges we all face. Helping our children and young people to get the best start in life is key to this, as is supporting people to look after their mental health and wellbeing particularly as 1 in 3 visits to mental health services during the pandemic were from new users. Our Covid-19 Health Impact Assessment (HIA) has highlighted two findings which will be key drivers behind our new Strategy and its implementation:

1. An integrated recovery which looks across traditional organisational boundaries is required to understand the wider impact to services; and

2. There is a double impact of harm which disproportionately impacts on Black, Asian and Minority Ethnic (BAME) communities, and the most vulnerable individuals facing multiple deprivation and inequalities in health

The NHS long-term plan and Coventry and Warwickshire Five Year Health and Care Plan both confirm a greater focus on prevention and a move to a more integrated health and care system. We want to build on the momentum from our previous Strategy and the Year of Wellbeing 2019 to drive further commitment around improving health and wellbeing. We have set out high level ambitions for the next five years, as well as specific priorities we think we should focus on over the next two years. This Strategy sets out our commitments and vision for improving health and wellbeing for Warwickshire. It is however the first step, and next we need to deliver on these commitments. To make sure that we get this right for our communities, we are taking a place-based approach to delivery. In Warwickshire our 3 places are:

- North – covers North Warwickshire Borough and Nuneaton and Bedworth Borough
- Rugby – covers Rugby Borough
- South – covers Stratford on Avon District and Warwick District

Each place has a Health and Wellbeing Partnership and a Health and Care Executive that will play a key role in delivering the Strategy locally, making sure that action plans have been tailored to meet local needs, and build on the strengths, of each place.

### 3. Who is this going to impact and how? (customers, service users, public and staff)

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see [more](#).**

This Strategy will have an impact on residents and local communities in Warwickshire. Views on the draft Strategy were sought using an online survey on Ask Warwickshire between 23rd November 2020 and 5th January 2021. An easy-read version, created by Grapevine, was live between 16th December 2020 and 5th January 2021. Paper copies were also available, although none were requested.

#### **Key Messages**

There were 355 responses to the survey on Ask Warwickshire and 207 responses to the easy-read survey.

Most respondents to both surveys lived in Warwick District (Ask Warwickshire = 116 (32.67%); easy-read = 59 (28.50%)). The second highest districts for responses was Stratford-on-Avon for the Ask Warwickshire survey (n = 48; 13.52%) and North Warwickshire for the easy-read survey (n = 38; 18.35%).

#### **Ambition 1: People will lead a healthy and independent life.**

- The majority of respondents (91.50% of Ask Warwickshire respondents (n = 323 out of 353 responses) and 94.59% of easy-read respondents (n = 175 out of 185 responses) agreed with Ambition 1.
- Respondents ranked the outcome Encourage people to adopt healthy lifestyles and behaviours as most important for this ambition.

#### **Ambition 2: People will be part of a strong community.**

- The majority of respondents (84.90% of Ask Warwickshire respondents (n = 298 out of 351 responses) and 89.84% of easy-read respondents (n = 168 out of 187 responses) agreed with Ambition 2.

- The outcome Help build strong communities, recognising the importance of education, employment, quality housing and leisure to provide good quality of life was ranked most important out of the four options.

### **Ambition 3: People will have access to effective and sustainable services**

- The majority of respondents (89.20% of Ask Warwickshire respondents (n = 314 out of 352) and 91.26% of easy-read respondents (n = 167 out of 183) agreed with Ambition 3.
- The outcome Seek to develop accessible, responsive and high-quality services. was ranked most important out of the three options.

### **What should we concentrate on specifically?**

- 387 respondents (68.86%) said that the Health and Wellbeing Board should prioritise helping people improve their mental health and wellbeing in 2020-2025, whilst 354 (62.99%) agreed with the priority helping children and young people have the best start in life and 294 (52.31%) agreed with the priority health inequalities (particularly in respect to Covid-19).

**Please analyse the potential impact of your proposed activity against the protected characteristics.**

**N.B** Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at question 7.

|   | <b>What information do you have? What information do you still need to get?</b>  | <b>Positive impacts</b>  | <b>Negative impacts</b>  |
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| <b>Age</b>  | 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 consultation. | 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. |
| <b>Disability</b><br>Consider <ul style="list-style-type: none"> <li>Physical disabilities</li> <li>Sensory impairments</li> <li>Neurodiverse conditions (e.g. dyslexia)</li> <li>Mental health conditions (e.g. depression)</li> <li>Medical conditions (e.g. diabetes)</li> </ul> | Living with a disability may increase the chances of experiencing poor health and social isolation   | This consultation sought to engage a wide range of residents and members of the community, including people with a range of disabilities | Ensuring that those with disabilities can access the consultation process may be challenging.  |
| <b>Gender Reassignment</b>  | No information available   |  |  |

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| <b>Marriage and Civil Partnership</b> | No information available  |   |  |
| <b>Pregnancy and Maternity</b>        | No information available  |   |  |
| <b>Race</b>                           | BAME communities may have a greater chance of experiencing poverty and or social isolation.<br>The consultation sought 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.  |
| <b>Religion or Belief</b>             | Consultation data is available  |   |  |
| <b>Sex</b>                            | 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 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 consultation and engage equal numbers of both genders. |
| <b>Sexual Orientation</b>             | Consultation data is available  |   |  |

**4. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?**

There will be a positive impact as there are priorities identified in the Strategy to support vulnerable groups. 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.

**5. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:**

- the elimination of discrimination, harassment and victimisation
- creating equality of opportunity between those who share a protected characteristic and those who do not
- fostering good relationships between those who share a protected characteristic and those who do not

The public consultation on the draft Health and Wellbeing Strategy has provided the opportunity to engage further with protected equality groups wherever possible, utilising the expertise and networks of organisations such as Pride and EQuIP (Equality and Inclusion Partnership).

**6. Actions – what do you need to do next?**

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts for protected groups
- Whether you could do more to fulfil the aims of PSED
- Anything else you can think of!



| <b>Action</b>  | <b>Timescale</b> | <b>Name of person responsible</b> |
|--|------------------|-----------------------------------|
| Strategy to be adopted by the Health and Wellbeing Board | March 2001       | Gemma McKinnon                    |
|  |                  |                                   |
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|  |                  |                                   |

## 7. Sign off.

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| <b>Name of person/s completing EIA</b>                      | Gemma McKinnon |
| <b>Name and signature of Assistant Director</b>             | Shade Agboola  |
| <b>Date</b>   | January 2020   |
| <b>Date of next review and name of person/s responsible</b> | September 2020 |