

Essential Reference Paper C

1 Identify the aims of the policy/service/function and how it is implemented.			
	Key questions	Answers / Notes	Actions required
1.1	What is the aim, objective or purpose of the policy/service/function?	The East Herts Health and Wellbeing Strategy 2019-2023 is the focus for making this happen in East Herts. The Council will work with its health partners to achieve this.	Implemented in application of Strategy Priorities and delivery of programmes by Council and wider health partners.
1.2	What outcomes do you want to achieve with this policy/service/function and for whom?	<p>East Herts Health and Wellbeing Strategy 2019-2023 Vision:</p> <p>Good health is about supporting the individual to live well in their environment and enabling access to services and opportunities which support a healthy lifestyle. The health and wellbeing priorities are:</p> <ol style="list-style-type: none"> 1 help all children to start off well 2 empower children, young people and adults to achieve their life potential 3 promote healthy working environments 4 promote positive health and wellbeing for all 	As above

		<p>5 create healthy places and sustainable communities</p> <p>6 strengthen health improvement and ill-health prevention</p> <p>7 use the council's power of influence</p>	
1.3	Who defines or defined the policy/service/function?	Council	As above
1.4	Who implements the policy/service/function?	Council officers and partner organisations	As above
1.5	What factors or forces are at play that could contribute or detract from the outcomes identified earlier?	<p>Factors which could affect the ability to meet the priorities outlined in are:</p> <ul style="list-style-type: none"> • pressures on council resources • member support for the Strategy • changes in national policy • capacity of Health partners and volunteer organisations • ability of NHS health system to adapt and move strategically towards prevention 	As above
1.6	Taking protected characteristics (age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership, race, religion	In all Health and Wellbeing work of the council the priority is to enable inclusivity. Within this overall approach there may well be a targeted or specific approach to address the particular health	As above

	or belief, sex and sexual orientation), is there anything in the policy/service/function that could discriminate or disadvantage any of these groups?	requirements of any of the single or combined equality and diversity areas above. Work to reduce health inequalities involves building up an understanding of the residents and communities with whom the council works. This is paramount in ensuring there is no discrimination or disadvantage experienced by any individuals or communities the council works with in addressing health and wellbeing. Please also see the East Herts Council corporate Equality and Diversity policy link here. https://www.eastherts.gov.uk/article/35651/Equalities	
2	Consideration of available data, research and information		
	Key questions	Answers / Notes	Actions required
2.1	What do you already know about who uses this policy/service/function?	<ol style="list-style-type: none"> 1. There are a number of health related databases and health/community profiles ranging from a national to regional to local level which contain anonymised information which defines health characteristics and indicators. These are regularly used as a means of informing and directing public health delivery. 2. On a project by project basis then more personalised information including healthy 	As above

		lifestyle behaviour and outcomes including barriers to health are collected. This data information is informed and consistent with GDPR (May 2018) guidelines and seeks consent from the individual for the information to be used in relation to the purposes it was intended for.	
2.2	What additional information is needed to ensure that all protected characteristic group's needs are taken into account?	In relation to 2.1 above only information pertinent and relevant to the delivery of the public health project would be required. The way in which an individual is supported and helped with a healthy lifestyle matter would be inclusive, irrespective of the categories designated above.	As above
3	Formal consultation		
	Key questions	Answers / Notes	Actions required
3.1	Who do we need to consult with?	In the production of the Strategy a number of respected health sources were studied and models of public health approach considered. Members and officers of East Herts Council, key health partners, voluntary and charity organisations have all been consulted.	As above
3.2	What method/form of consultation can be used?	Email/phone/web survey/personal contact and other information and media promotion forms.	As above

4	Assessment of impact		
	Key questions	Answers / Notes	Actions required
4.1	Have you identified any differential impact and does this adversely affect any protected characteristic groups in the community?	Please see 1.6 and 2.2 above.	As above
4.2	If there is an adverse impact can it be avoided, can we make changes, can we lessen it etc?	Please see 4.1	As above
4.3	If there is nothing you can do, can the reasons be fairly justified?	In the event that a public health message or approach is not consistently delivered then every effort would be made to resolve any misunderstanding and support the individual or community in a professional and constructive manner to address their health issue(s).	As above
5	Consideration of the effect of proposed changes on other groups.		
	Key questions	Answers / Notes	Actions required
5.1	Do any of the changes in relation to the adverse impact have a further adverse affect on any other protected characteristic group?	No.	As above

INTERNAL PROCESSES FOR THE ORGANISATION			
6	Making a decision in the light of data, alternatives and consultations		
	Key questions	Answers / Notes	Actions required
6.1	The organisations decision making process	The Strategy has been considered by the member Community Wellbeing Form, the Overview and Scrutiny Committee and the Executive before ultimate consideration for approval by Council.	As above
7	Monitor in the future and publication of results of such monitoring		
	Key questions	Answers / Notes	Actions required
7.1	What have we found out in completing this EqIA? What can we learn for the future?	Health in all its forms from health and social care to public health is diverse and requires careful application, support and general or tailored delivery at the community/population level to improve the health outcomes of the individual. Whilst the emphasis of the East Herts Health and Wellbeing Strategy 2019-2023 is to improve and develop health and wellbeing quality for the residents of East Herts, only in partnership with other organisations across the health spectrum can a real shift to long term prevention occur from the acute and reactive	As above

		<p>treatments which many health services are seeking daily to address. This current situation is unsustainable and new approaches and increased co-operation between a range of partners will be needed to make a lasting difference to the lifelong health of communities.</p>	
<p>8</p>	<p>Publication of results of the impact assessment Date: tbc when Strategy Implemented Lead Officer: Simon Barfoot, Healthy Lifestyles Programme Officer</p>		