

Equality Analysis Report

Title of activity / Budget Proposal title and number Bedford Borough Joint Health and Wellbeing Strategy	Committee meeting (decision maker) and date Health and Wellbeing Board
Service area Public Health	Lead officer Ian Brown, Chief Officer for Public Health
Approved by  Ian Brown, Assistant Director for Public Health	Date of approval 20 June 2018
<p>Description of activity: Bedford Borough's Health and Wellbeing Board brings together those who commission services across the NHS, public health, adult social care and children's services with elected councillors and local Healthwatch representatives to jointly consider local needs and plan the right services for our population.</p> <p>Underpinning the work of the Health and Wellbeing Board is Bedford Borough's Health and Wellbeing Strategy 2018-2023. The strategy outlines the proposed top priorities for improving the health and wellbeing of people in the Borough, and is informed by the evidence in the Joint Strategic Needs Assessment of the health and wellbeing needs of people in Bedford Borough. The priorities are:</p> <ul style="list-style-type: none"> • Give children and young people the best start in life • Enable adults and older people to live well and remain independent • Promote strong, safe and healthy communities. <p>Three cross-cutting themes run through the three priorities of the Joint Health and Wellbeing Strategy. These are:</p> <ul style="list-style-type: none"> • Embed prevention and early intervention • Ensure lifelong mental wellbeing and resilience • Reduce health inequalities. 	

Please refer to the Equality Analysis Template Notes for guidance on completing this form.

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	X	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	X	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	X	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	X
5. The activity relates to an area where there are known inequalities.	Yes	X	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	X
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	X	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	X	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	X	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	<p>Bedford Borough's Health and Wellbeing Strategy identifies the top immediate priorities for promoting health and wellbeing for all children, young people and adults in Bedford Borough. The priorities have been selected as areas where focussed work will result in meaningful and measurable improvements in health and wellbeing, contributing towards the Borough's vision where:</p> <p><i>"Residents are able to live healthy and independent lives, in strong and safe communities with easy access to high quality and efficient public services when they need them."</i></p>
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<p>Which particular protected equality groups are likely / will be affected?</p>	<p>The Joint Health and Wellbeing Strategy is particularly relevant to the following equality groups:</p> <ul style="list-style-type: none"> • Age (all ages) • Disability (all persons, regardless of age with a physical or mental impairment which has a long term adverse effect on his ability to carry out normal day to day activities) • Pregnancy and maternity • Sex (gender) • Race <p>It will also impact on those with multiple protected equality characteristics i.e. those BME groups where there is evidence of an increased genetic risk of developing cardiovascular disease.</p> <p>The health of Bedford Borough residents and communities is shaped by the conditions in which we live, the extent of our social connections and whether we have stable and supportive work. The Health and Wellbeing Strategy impacts positively on other disadvantaged groups ie young people at risk of poor educational attainment, adults without work, and families who live in areas impacted by air pollution.</p>
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Evidence, data, information and consultation

<p>What evidence have you used to analyse the effects on equality?</p>	<p>The Joint Health and Wellbeing Strategy has been informed by the evidence in the Joint Strategic Needs Assessment (JSNA).</p>
<p>What consultation did you carry out with protected equality groups to identify your activity's effect on equality?</p>	<p>Where appropriate the JSNA includes local views on what people (service users, carers or population groups) think of the services that are being provided (what works well, what doesn't) as well as key outcomes of any consultations, focus groups/workshops.</p>
<p>What does this evidence tell you about the different protected groups?</p>	<ul style="list-style-type: none"> • Giving every child the best start in life should be a priority as this approach provides the best chance of breaking links between early disadvantage and poor outcomes throughout life. • During pregnancy and up to the age of 5, parental factors have a profound impact on child development. Giving every child the best start means ensuring parents are supported for that role.

	<ul style="list-style-type: none"> • Improving educational attainment and all-age skills has significant impact upon a wide range of outcomes • There needs to be an increased focus on reducing health inequalities by improving the wider determinants of health such as education, housing, transport, employment and the built environment, to reduce inequalities in life expectancy • Investing in early intervention and prevention (at all ages) will help increase lifetime opportunities for all, ultimately reducing the need for health and social care support in later life, particularly for frail older people. This should be particularly focused on the most deprived areas of the Borough • There is no health without mental health, and improving mental health and wellbeing remains a high priority
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	None.

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age		X	
Disability		X	
Gender reassignment		X	
Pregnancy and maternity		X	
Race		X	

Religion or belief		X	
Sex		X	
Sexual orientation		X	
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	X	<input type="checkbox"/>	<input type="checkbox"/>	The Health and Wellbeing Strategy sets out how the health and wellbeing of children, young people and adults will be improved before birth right through to the end of life. This includes cross cutting themes to embed prevention and early intervention throughout all services to reduce the burden of ill health, to ensure lifelong mental wellbeing and resilience, and to reduce health inequalities with a focus on our most vulnerable groups.
Disability	X	<input type="checkbox"/>	<input type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	X	
Pregnancy and maternity	X	<input type="checkbox"/>	<input type="checkbox"/>	The Health and Wellbeing Strategy focusses on the importance of giving children the best start in life, including during pregnancy, when parents are supported and prepared for their role.
Race	<input type="checkbox"/>	<input type="checkbox"/>	X	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	X	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	X	
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	X	

Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	X	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	X	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	Not applicable
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	In terms of health and wellbeing, the Health and Wellbeing Strategy lead to a healthier population because it will: <ul style="list-style-type: none"> • Ensure no-one is discriminated against in the delivery of the service. • Provide a better understanding of people's needs by analysing information about health outcomes for different protected characteristic groups. • Consider the duty to advance equality by setting specific and measurable objectives and targets to reduce health inequalities between protected characteristic groups.

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact	Not applicable			
Actions to increase positive impact	Not applicable			
Actions to develop equality evidence, information and data	Not applicable			
Actions to improve equality in procurement / commissioning	Not applicable			
Other relevant actions	Not applicable			

Recommendation

No major change required	X	
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The Joint Health and Wellbeing Strategy has no negative effect on equalities issues in Bedford Borough.

Monitoring and review

Monitoring and review Ian Brown	Review date June 2019
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