

INITIAL EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

Joint Health and Wellbeing Strategy 2021 - 2025

This Equality Impact Assessment and Analysis (EqIAA) accompanies the newly refreshed Joint Health and Wellbeing Board Strategy (JHWS) 2021 – 2025.

The draft of the newly refreshed Strategy is open for public consultation from 24 May 2021 to 19 July 2021.

Please Note:-

This document describes an initial assessment of equalities impacts.

The council has a statutory duty to consider the impact of its actions in relation to the following protected characteristic groups:-

1. Age
2. Disability
3. Gender Reassignment
4. Marriage and Civil Partnership
5. Pregnancy and Maternity
6. Race
7. Religion or Belief
8. Sex
9. Sexual Orientation

Therefore, the council wishes to hear and proactively consider any comments in relation to how any aspect of its draft Joint Health and Wellbeing Strategy 2020-25 may impact on any sections of the community as listed above as well as impacts in respect of any socio-economic factors. Any feedback in relation to equalities will inform a full Equality Impact Assessment and Analysis.

You can find out more and tell us your views by completing our survey online at www.consultations.southglos.gov.uk/HealthandWellbeingStrategy/consultationHome,

Or by sending your comments to:
Freepost Plus RTXL-YHGY-GSYS
South Gloucestershire Council
Corporate Consultation Team
Council Offices
Badminton Road
Yate
BRISTOL
BS37 5AF

- Email: consultation@southglos.gov.uk
- Phone: 01454 866895
- Copies of the consultation can be requested from your local library or one stop shop.

Statement

The JHWS is a refresh of the previous strategy in place from 2017 to 2021 which maintains a focus on the same four core areas of collective action:

1. Improve educational attainment of children and young people, and promote their wellbeing and aspirations;
2. Promote and enable positive mental health and wellbeing for all;
3. Promote and enable good nutrition, physical activity and a healthy weight for all;
4. Maximise the potential of our built and natural environment to enable healthy lifestyles and prevent disease.

In addition, this refreshed strategy includes an overarching theme of reducing inequalities that underpins all aspects of the Board's role and responsibility in system leadership in improving the health and wellbeing for all in South Gloucestershire.

The other key difference compared to the previous strategy is the refreshed JHWS is primarily aimed at the Board itself to guide its leadership and strategic role. It is therefore, by its nature, a high-level strategic document which outlines the ways of working, principles and approaches in how the Board should function, is accountable for, and measures, its actions and impact. The JHWS includes an overview of the Board's action plan which gives high-level indication of how the Board can lead by example and communicate its core areas of action, maintaining throughout a focused attention on reducing inequalities and advancing equality of opportunity across all of its work.

The Health and Wellbeing Board itself is not responsible for the delivery or commissioning of any services. The members of the Board are, however, leaders in their respective organisations and collectively the strategy sets the direction of the Board to champion and promote activities. The following mechanisms are in place, within the strategy, to ensure that the Board effectively supports a reduction in inequalities across South Gloucestershire :

- The Board will receive information about inequalities (relating to protected characteristics, socioeconomic factors and geographical variations) in the four core areas of focus and how they are being reduced (or otherwise) so that they are sighted and well informed about the overall picture;
- The Board will feed back this knowledge and understanding to their respective organisations and ensure strategic alignment to reduce inequalities;
- The Board will use their knowledge of any absence of data and information to strengthen data collection and information gathering practices within members' organisations with respect to inequalities;
- The Board will collaborate to identify new ways of working, including strengthening partnership working and developing a new communications approach for the HWB, to reduce inequalities across South Gloucestershire;
- The Board will regularly monitor and review its progress against the action plan, ensuring that the overarching theme of reducing inequalities is central to this monitoring and review.

The proposed approach of the strategy will allow the Board to become more aware of inequalities in South Gloucestershire. The principles set a strong imperative for the Board to act and work in ways that bring about the cultural and system changes needed to recognise inequalities, tackle inequalities and to promote equality.

Actions

A number of actions are ensuring the Board encourage the collation of more granular data, including that about protected characteristics, socio-economic factors and geographical variation, so that their decisions can be informed by robust understanding of the situation locally. Better data and understanding of inequalities will allow areas requiring urgent and important actions to be prioritised.

Individual Board members will ensure they are kept up to date with the latest training materials, and encourage the ongoing training of their member organisations' workforce, on a number of topics relevant to understanding inequalities to ensure they have the latest evidence and guidance to champion these issues.

Monitoring and reviewing its progress against the action plan, ensuring that the overarching theme of reducing inequalities is central is a clear element of the Strategy.

There is an emphasis on improving the visibility of the Board and its decisions and actions, through developing a communications plan, so that the role of the Board as a system leader in promoting health and wellbeing and reducing inequalities is better understood in the local area.

The mechanisms for monitoring the extent to which the Board is making a difference are included in the strategy. In particular, the feedback from communities through satisfaction surveys and community cohesion work and, crucially, monitoring of outcomes associated with the four core areas of collective action will help the Board understand its impact, as intended, on truly supporting equality with South Gloucestershire.