

## Equality Impact Assessment (EIA)

For advice on this document please contact Clare Muir on 72119 or email [Claire.Muir@reading.gov.uk](mailto:Claire.Muir@reading.gov.uk).

Please contact the Project Management Office at [pmo@reading.gov.uk](mailto:pmo@reading.gov.uk) for advice and/or support to complete this form from a project perspective.

Name of proposal/activity/policy to be assessed:

Adoption of the Berkshire West Health and Wellbeing Strategy 2021-2030

Directorate:

Directorates of Adult Care and Health Services and Council wide services

Service: Public Health and Wellbeing Team

Name: Nina Crispin

Job Title: Information and Engagement Officer

Date of assessment: 19/08/2021

### Version History

Version	Reason	Author	Date	Approved By
1.0	Creation	Nina Crispin	19/08/2021	
2.0	Review	Nina Crispin	01/09/2021	
2.3	Review	Nina Crispin	16/09/2021	

## Scope your proposal

- **What is the aim of your policy or new service/what changes are you proposing?**

---

The proposal is to adopt a Health and Wellbeing (HWB) Strategy for the period 2021-2030 in accordance with the duties to publish strategic plans to promote and protect health and wellbeing as set out in both the Health and Social Care Act 2012 and in the Care Act 2014.

The Reading HWB Strategy 2021-2030 sets out agreed priorities across Berkshire West and the clinical commissioning groups which serve the Reading, West Berkshire and Wokingham localities. In Reading, the Strategy will underpin commissioning plans across Reading Borough Council, South Reading CCG and North & West Reading CCG (insofar as this CCG covers the Reading locality).

The 2021-2030 Berkshire West HWB Strategy is based on 8 core principles. These are intended to underpin all of the strategic priorities and be considered as part of all implementation plans. The core principles are:

- 
- Recovery from Covid-19
  - Engagement
  - Prevention and early intervention
  - Empowerment and self-care
  - Digital enablement
  - Social cohesion
  - Integration
  - Continuous learning.
- 

The Strategy goes on to identify 5 priorities. These are:

- 
- Reduce the differences in health between different groups of people
  - Support individuals at high risk of bad health outcomes to live healthy lives
  - Help children and families in early years
  - Promote good mental health and wellbeing for all children and young people
  - Promote good mental health and wellbeing for all adults
-

---



---

- **Who will benefit from this proposal and how?**

---

- It is intended to be an important tool in:
    - - Improving the health and wellbeing of Reading residents;
    - - Reducing health inequalities; and
    - - Promoting the integration of services.
- 

---

- **What outcomes does the change aim to achieve and for whom?**

---

Adopting the 2021-2030 Berkshire West HWB Strategy will give the Health and Wellbeing Board a focus on the 5 identified priorities (see above), and set a framework for ensuring that plans to address these are based on the three underpinning issues ('building blocks') of carer recognition and support, co-ordinated information to support wellbeing, and safeguarding. In turn, the commissioning plans of individual HWB Board members over the next ten years should also be driven by and reflect HWB Strategy 2021-2030 priorities.

The Strategy is aimed at the entire population and adopting it should co-ordinate efforts to improve health and wellbeing for any resident potentially affected by the priority issues.

The HWB Board will drive performance forward in its chosen priority areas as set out in the Strategy. In addition, the HWB Board will continue to receive reports and requests from other local strategic partnerships involved in promoting health and wellbeing, e.g. the Reading Integration Board, the One Reading Partnership, the Mental Wellbeing Forum, the Loneliness and Social Isolation Steering Group, etc.

The Health and Wellbeing Strategy 2021-2030 acknowledges the risks related to climate change but is not designed to address those risks at this point in time. However, the implementation plans will endeavour to include detailed actions wherever relevant to address those risks and the health implications of climate risks.

---

- **Who are the main stakeholders and what do they want?**

---

- Current users of care and support services
- Carers and family of people with care and support needs
- Reading residents, as potential future users of care and support services
- Staff and volunteers across care and support providers in the statutory, private and voluntary sectors

---

## Assess whether an EqlA is Relevant

How does your proposal relate to eliminating discrimination; advancing equality of opportunity; promoting good community relations?

---

- Do you have evidence or reason to believe that some (racial, disability, sex, gender, sexuality, age and religious belief) groups may be affected differently than others?
- Make reference to the known demographic profile of the service user group, your monitoring information, research, national data/reports etc.

EIA has been core to the development of the health and wellbeing strategy, and priority 1 and 2 specifically address reducing the health differences between groups based on the data analysis and consultation we have undergone to ensure all in the population benefit from the strategic aims.

---

- Is there already public concern about potentially discriminatory practices/impact or could there be? Make reference to your complaints, consultation, feedback, media reports locally/nationally.

No

---

If the answer is **Yes** to any of the above, you need to do an Equality Impact Assessment.

If **No** you **MUST** complete this statement.

**An Equality Impact Assessment is not relevant because:**

---

---

16/09/2021

X Nina Crispin

---

Completing Officer  
Signed by: Crispin, Nina

16/09/2021

X Becky Pollard

---

Lead Officer  
Signed by: Crispin, Nina

## Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**
- **Judgement about whether the impact is negative or positive**

Think about who does and doesn't use the service? Is the take up representative of the community? What do different minority groups think? (You might think your policy, project or service is accessible and addressing the needs of these groups, but asking them might give you a totally different view). Does it really meet their varied needs? Are some groups less likely to get a good service?

How do your proposals relate to other services - will your proposals have knock on effects on other services elsewhere? Are there proposals being made for other services that relate to yours and could lead to a cumulative impact?

**Example:** A local authority takes separate decisions to limit the eligibility criteria for community care services; increase charges for respite services; scale back its accessible housing programme; and cut concessionary travel.

Each separate decision may have a significant effect on the lives of disabled residents, and the cumulative impact of these decisions may be considerable.

This combined impact would not be apparent if decisions are considered in isolation.

**Consultation**

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[Consultation manager form - Reading Borough Council Dash](#)

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted
<p>Reading residents, including but not confined to those with care and support needs</p> <p>Organisations across all sectors involving in promoting or protecting health and wellbeing</p>	<p>The Strategy has been informed through the engagement of stakeholders to develop an approach and a strategy, and then a formal 12-week public consultation. 3967 consultation responses were received, and verbal feedback was obtained via 246 meeting attendances.</p>	<p>7 December 2020-28 February 2021</p>
<p>Reading residents, including but not confined to those with care and support needs</p> <p>Organisations across all sectors involving in promoting or protecting health and wellbeing</p>	<p>A second consultation on the strategy was carried out to ascertain if the aims and priorities set out in the strategy met people's expectations. A total of 162 people responded to the online consultation.</p>	<p>24<sup>th</sup> July 2021-4<sup>th</sup> August 2021</p>

## Collect and Assess your Data

Using information from Census, residents survey data, service monitoring data, satisfaction or complaints, feedback, consultation, research, your knowledge and the knowledge of people in your team, staff groups etc. describe how the proposal could impact on each group. Include both positive and negative impacts.

(Please delete relevant ticks)

- Describe how this proposal could impact on racial groups
- Is there a negative impact?      No

---

No negative impact in terms of different racial groups has been identified.

Where take up of other services is disproportionately low for some racial groups which may face particular barriers to access, there will be a focusing of resources on those communities as part of the drive to reduce health inequalities.

There is an ongoing need to recognise that cultural norms and barriers such as language may impact on access to health and wellbeing support, and the Health and Wellbeing Strategy should be a tool to address this.

Responses to the consultation raised the importance of ensuring that information and advice about health and wellbeing is accessible to all groups.

- 
- Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)
  - Is there a negative impact? No

---

No negative impact in terms of gender has been identified.

- 
- Describe how this proposal could impact on Disability
  - Is there a negative impact? No

---

No negative impact in terms of disability has been identified.

---

- Describe how this proposal could impact on Sexual orientation (cover civil partnership)
  - Is there a negative impact? No
- 

No negative impacts on the grounds of sexual orientation have been identified.

---

- Describe how this proposal could impact on age
  - Is there a negative impact? No
- 

No negative impacts on the grounds of age have been identified

---

- Describe how this proposal could impact on Religious belief
  - Is there a negative impact? No
- 

No negative impact in terms of religion or belief has been identified.

---

---

## Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you **MUST** assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

**No negative impact identified - Go to sign off**

- **How will you monitor for adverse impact in the future?**
- 

The long-term impact of adopting the Berkshire West Health and Wellbeing Strategy 2021-2030 should be a reduction in health inequalities. In order to track progress towards this goal, a dashboard of key performance indicators will be developed. This, alongside regular Health and Wellbeing Action Plan progress reports to the Board, will highlight any widening of health inequalities in future.

---

16/09/2021

16/09/2021

X Nina Crispin

X Becky Pollard

---

Completing Officer  
Signed by: Crispin, Nina

Lead Officer  
Signed by: Crispin, Nina