

Equality Impact Assessment (EIA)

For advice on this document please contact Clare Muir on 72119 or email Claire.Muir@reading.gov.uk.

Please contact the Project Management Office at 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: Berkshire Suicide Prevention Strategy 2021-26

Directorate: Public Health and Wellbeing
Service: Directorates of Adult Care and Health Services and Council wide services

Name: Katie Badger
Job Title: Trainee Programme Officer Public Health
Date of assessment: 09/09/21

Version History

Version	Reason	Author	Date	Approved By
V1	Creation	KB	07/09/21	
V2	Review	KB	09/09/21	

Scope your proposal

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

The proposal is to adopt the Berkshire Suicide Prevention Strategy for 2021-26, that builds on the previous Berkshire Suicide Prevention Strategy (2017-20), taking forward key underlying principles and identify new priorities.

The priorities of the national suicide prevention strategy (2012), and subsequent progress reports are the guiding principles to how we work to prevent suicide across Berkshire.

The 7 principles for this strategy;

1. Reduce the risk of suicide in key high-risk groups
2. Tailor approaches to improve mental health in specific groups
3. Reduce access to the means of suicide
4. Provide better information and support to those bereaved or affected by suicide
5. Support the media in delivering sensitive approaches to suicide and suicidal behaviour
6. Support research, data collection and monitoring
7. Reduce rates of self-harm as a key indicator of suicide risk

Through local data, intelligence and insight, five core priority areas have been identified as our focus for the strategy. The priority areas principally address the national priority to tailor approaches to improve mental health in specific groups, but the commitment remains to all of the national principles and reducing suicide rates across all population groups. Our local intelligence has demonstrated a need to focus on the following key areas;

1. Children and Young People
2. Self-harm
3. Females
4. Economic stresses
5. People bereaved by suicide

Whilst these are the agreed strategic priorities across Berkshire, there will remain a need to monitor trends and risk factors, particularly from the impacts of COVID-19 and to respond to latest changes.

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

The strategy is an important tool in:

- Reducing suicide and self-harm for residents across Berkshire
 - Reducing identified suicide and self-harm risk factors for residents across Berkshire
 - Promoting partnership working to reduce suicide and self-harm for services in Berkshire
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- **What outcomes does the change aim to achieve and for whom?**
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The vision for the Berkshire Suicide Prevention Strategy 2021-26 is 'To reduce deaths by suicide in Berkshire across the life course and ensure better knowledge and action around self-harm'. The strategy has been developed by the Berkshire Suicide Prevention Group, who have worked together to identify key priority areas, derived from local data, intelligence, trends and action (as above)

The strategy is centred upon a lifecourse approach, recognising that suicide and self-harm affects all people from all walks of life.

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

- Those bereaved by suicide, as the strategy recognises this group as a priority
 - Berkshire residents, as the strategy recognises that suicide and self-harm affects people across the life course
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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.

Yes / ~~No~~ (delete as appropriate)

Groups have been identified through the development of the strategy through intelligence, data and input from partners within the Suicide Prevention Group that are at increased risk of suicide and self-harm. The data and intelligence informing this is set-out within the strategy and includes, local suicide audits, including a 0-25 audit and females deep dive, Real Time Surveillance Data from Thames Valley Police, national evidence and Public Health data. This has informed our priority areas for the strategy, alongside input from partners.

- 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.

~~Yes~~ / No (delete as appropriate)

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:

Completing Officer _____

signed by Katie Badger

Lead Officer _____

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>This strategy has a local focus and contains the perspectives from professionals working in the statutory, private and third sector organisations.</p> <p>Colleagues who support people who have been directly affected by suicide have also been involved, who we have worked with sensitively to engage this group with this strategy.</p>	<p>Berkshire Suicide Prevention Group meetings</p> <p>Suicide Prevention Working Group meetings</p> <p>Via one to one meetings and email correspondence with partners and experts</p>	<p>Ongoing - 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? ~~Yes~~ / No / ~~Not sure~~

Whilst race hasn't been identified through the strategy as a specific area of focus, it recognises that suicide and self-harm affects all residents of all races within Berkshire. The strategy includes local suicide data on ethnicity.

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- Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)
 - Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~

There is a priority area for female suicide within the strategy as this has been highlighted as an area for action through local data and intelligence, including a female deep-dive analysis. The actions within this strategy aim to reduce female suicide and risk, therefore having a positive impact for this group.

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- Describe how this proposal could impact on Disability
 - Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~

This proposal includes a section within the Children and Young People's priority on neurodiversity, as this is an identified risk factor through the 0-25 suicide audit (2020). The recommendations this strategy makes are based on local insight and intelligence, and will have a positive impact on neurodiverse children and young people.

- Describe how this proposal could impact on Sexual orientation (cover civil partnership)
 - Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~
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This strategy covers LGBTQ+ for children and young people as a risk factor for suicide, based on data and evidence. The strategy makes recommendations to further understand suicide risk within this group, and work voluntary and community sector. Therefore this will have a positive impact for LGBTQ+ children and young people, as we are working towards reducing suicide and risk.

- Describe how this proposal could impact on age
 - Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~
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There is a chapter within the strategy that prioritises Children and Young People. The content and actions are focussed upon suicide risk for this group, and actions to reduce the risk. Therefore the strategy will have a positive impact on children and young people, by aiming to reduce suicide risk and improve emotional wellbeing and mental health.

- Describe how this proposal could impact on Religious belief
 - Is there a negative impact? ~~Yes~~ / No / ~~Not sure~~
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Whilst religion hasn't been identified through the strategy as a specific area of focus, it recognises that suicide and self-harm affects all residents of all religions within Berkshire.

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.

(Delete numbers below which don't apply)

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

Completing Officer _____

signed by Katie Badger

Lead Officer _____