

Equality Impact Assessment

A. Information about the policy

Policy title	JSNA Review and Refresh Programme
Lead officer (name and role)	Isobel Braithwaite, Consultant in Public Health
Date of assessment (dd/mm/yyyy)	20/5/2026
Summary of the policy	Review of the Reading Joint Strategic Needs Assessment (JSNA) and proposal of a JSNA Refresh Programme to strengthen the Joint Strategic Needs Assessment as a core system-wide intelligence tool to inform decision-making, commissioning and action on health inequalities in Reading.

B. Initial assessment

	Assessment
PSED Aim 1 (unlawful behaviour): Could your policy lead to direct or indirect discrimination, harassment, victimisation, or any other conduct prohibited by the Equality Act 2010?	No - there is no anticipated risk of discrimination, harassment or victimisation. The proposal relates to strengthening the JSNA as an evidence and intelligence tool, rather than the provision of services, and this is expected to reduce the risk of unequal or uninformed decision-making.
PSED Aim 2 (equal opportunities): - Could your policy affect how service users or employees access services or participate in activities relevant to your policy area? - Could it impact people with particular protected characteristics who have a disproportionately low level of access to services, participation in public life, or other activities? - Could it create or worsen disadvantages and inequalities in your community? - Could it remove or minimise disadvantages and inequalities in your community?	Yes - the proposal is expected to have a positive impact on how people with protected characteristics access services and experience inequalities in the local area through more informed decision making. Current evidence shows gaps in community voice, service-level data and inequalities analysis within the Reading JSNA, meaning some groups' needs may not currently be fully understood. The refresh directly addresses this. The programme is expected to help reduce existing inequalities and improve equitable access to services, including for those with protected and locally-identified characteristics. There is no anticipated risk that it could create or worsen disadvantages and inequalities in Reading.

PSED Aim 3 (good relations): • Could your policy affect how people perceive or interact with others? • Could it help tackle prejudice and promote understanding between people with different protected characteristics? • Could it lead to prejudice, community tensions, conflicts, isolation, or segregation?	Yes – the proposal is expected to have a positive impact on these. By strengthening how we embed community voice, qualitative insights and lived experience, and ensuring a stronger focus on health inequalities and inclusion groups within all Needs Assessment outputs, it is anticipated that the refreshed JSNA will help to improve understanding of different communities and their needs and help tackle structural inequalities. It aims to support a more inclusive, evidence-led approach to population health and wellbeing. There is no anticipated risk that the proposal will increase prejudice, tension or segregation.
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C. Full assessment

i. Impact on protected characteristics

Protected characteristic	Expected impact	Evidence
Age	Positive	It is intended that each of these protected and locally identified characteristics will be systematically included within the refreshed Needs Assessment process through consideration of health inequalities and inclusion health groups, helping to reduce the inequalities they face and improve inclusive local decision-making and service provision for each of these groups.
Disability	Positive	See above comment.
Gender reassignment	Positive	See above comment.
Pregnancy and maternity	Positive	See above comment.
Race	Positive	See above comment.
Religion or belief	Positive	See above comment.
Sex	Positive	See above comment.
Sexual orientation	Positive	See above comment.
Marriage and civil partnership	Positive	See above comment.

Membership of the armed forces community*	Positive	See above comment.
Socio-economic disadvantage*	Positive	See above comment.
Experience of care*	Positive	See above comment.

*Additional characteristics identified by the Council to be considered in Equality Impact Assessments.

ii. Mitigating Actions

Negative impact	Mitigating action
None identified	N/A

iii. Monitoring and Review

Equalities impacts for each of these groups will be monitored and reviewed annually through the refreshed JSNA governance process.

D. Approval

Approving officer (name and role)	Date (dd/mm/yyyy)