

Equality Impact Assessment Template

A. Information about the policy

Policy title	Reading Whole Systems Approach to Healthy Weight Strategy (2026-2036)
Lead officer (name and role)	Amanda Nyeke, Public Health Principal (Place)
Date of assessment (dd/mm/yyyy)	27/05/2026
Summary of the policy	The Whole Systems Approach to Healthy Weight Strategy (2026-2036) sets out a long-term, evidence-informed framework to improve healthy weight outcomes across Reading. It adopts a life course and whole systems approach, recognising that healthy weight is influenced by a wide range of environmental, social, and economic factors. The strategy focuses on prevention, reducing health inequalities, and creating environments that enable healthier choices. Delivery will be coordinated across system partners, with an initial two year implementation phase prioritising Best Start in Life, community involvement and co-design, and cross-system prevention activity.

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, the policy is not expected to result in discrimination, harassment, or unlawful conduct. It has been designed to reduce inequalities.
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?	Yes, the policy directly aims to improve access to services and reduce health inequalities, particularly for underserved and disadvantaged groups.

• Could it remove or minimise disadvantages and inequalities in your community?	
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 policy promotes co-design, community engagement, and inclusive approaches that support stronger relationships and understanding across communities.

C. Full assessment

i. Impact on protected characteristics

Protected characteristic	Expected impact	Evidence
Age	Positive	The strategy adopts a life course approach, with specific focus on early years (Best Start in Life) and prevention across all ages.
Disability	Positive	People with disabilities may face barriers to physical activity and healthy living. The strategy includes inclusive design and access to services.
Gender reassignment	None	No specific differential impact identified; inclusive, population-level approach.
Pregnancy and maternity	Positive	Specific focus on maternal health and obesity pathways supports improved outcomes for pregnant individuals and infants.
Race	Positive	Evidence shows higher obesity-related risk in some ethnic groups and inequalities linked to deprivation; strategy prioritises culturally

		appropriate approaches and co-design.
Religion or belief	None	No direct impact identified; co-design approach supports culturally appropriate interventions.
Sex	Positive	Recognises gendered health inequalities (e.g. maternal health, workforce behaviours, service access).
Sexual orientation	None	No direct differential impact identified; services are designed to be inclusive.
Marriage and civil partnership	None	No direct impact identified.
Membership of the armed forces community*	None	No direct impact identified; will benefit from universal access to services.
Socio-economic disadvantage*	Positive	Central focus. The strategy explicitly targets inequalities linked to deprivation and access to healthy environments.
Experience of care*	Positive	Co-design and community-based approaches support inclusion of vulnerable groups, including individuals with experience of care.

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

ii. Mitigating Actions

Negative impact	Mitigating action
*Risk of stigma associated with weight	Whole systems approach focuses on environments and systems rather than individual blame; emphasis on inclusion and lived experience
N/A	
N/A	
N/A	
N/A	

iii. Monitoring and Review

Equality impact will be monitored and reviewed as part of the overall strategy evaluation framework.

This will include:

- Monitoring access, uptake, and outcomes across different population groups
- Tracking inequalities in healthy weight, diet, and physical activity
- Using population-level and service-level data (e.g. NCMP, OHID profiles)
- Capturing lived experience feedback through co-design and engagement processes
- Annual review of the implementation plan and priorities

Findings will be used to:

- Identify inequalities in impact
- Adapt delivery approaches
- Ensure resources are targeted effectively to reduce disparities.

D. Approval

Approving officer (name and role)	Date (dd/mm/yyyy)
Matt Pearce	27/05/26