



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Hampshire County Council Public Health Strategy 2022 - 2027
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	<p>A new Hampshire Public Health Strategy for the Council and its partners presents an opportunity for the organisation to cement its place as a system leader for transformation and to build on our reputation for high quality, innovative public services that are value for money. Taking this opportunity to lead and leverage further organisational and system change will enable us to improve the public's health and influence our system partners to fulfill their role in improving health and wellbeing of our residents. The strategy sets out the next steps on our journey as a public health council and the strategic actions we are taking as an organisation to continue to improve the health and well being of Hampshire residents and to reduce the gaps in health between the most and least healthy which have been brought into sharp focus over the COVID-19 pandemic and which, without action will continue to widen.</p>
Description of the service/policy/project/project phase	<p>The links between health and wealth are well documented, therefore the strategy aligns with the vision and strategic direction set out through the Hampshire 2050 Commission and with other key strategies that shape Hampshire as a place such as the Economic Strategy, Climate Strategy and Local Transport Plan as well as with Strategies for specific groups such as the Children and Young People's Plan and the Adults' Health and Care Strategy.</p>
New/changed service/policy/project	<p>Hampshire County Council has a statutory duty to improve health and wellbeing and reduce health inequalities, which is critically important in preventing ill-health and disability which reduces the need for future health and social care and supports a vibrant community able to fulfil its potential. The strategy aims to improve the physical and mental health and wellbeing of the population of Hampshire and to reduce unfair differences in health and wellbeing between population groups. Actions that improve the health of our population also have relevance for economic prosperity, tackling environmental pollution and climate change and reducing demand for health and social care. Sexual Health - Support good sexual and reproductive health, through the provision of quality services and information. Domestic Abuse - Prevent domestic abuse through the promotion of healthy relationships and earlier support and reduce the impacts of domestic abuse on Hampshire families Substance misuse - Reduce the number of</p>

residents harmed, by providing quality prevention, treatment, recovery and enforcement services.

Engagement

In addition to the Public Health team, all directorates within the Council have contributed to the strategy by providing their priorities and sharing work plans. Other external partners including NHS, Police, District and Borough Councils, Academic partners and the voluntary and community sector have also been involved in shaping the strategy.

Strategy ambitions were identified through use of data and intelligence from the Hampshire JSNA and from focussed Health Needs Assessments which include insight from specific population groups. In developing the ambitions we also considered qualitative insights from Hampshire's Community Researchers and insight gained through engagement on other more focussed local strategies developed through partnership, including but not limited to insights collected to inform the Hampshire Mental Wellbeing Strategy, the Hampshire Sexual Health Needs Assessment, The Council's Live Longer Better Programme and the We Can Be Active Strategy for Hampshire and Isle of Wight.

The draft was informally consulted on internally with other Council teams. There has also been engagement via a number of meetings and workshops with District and Borough Councils, NHS partners, Police, Fire and VCS organisations representative of the Hampshire population.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
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Impact on staff	Positive
Rationale	<p>People of all ages, across the life course are likely to benefit from the strategy. By working to influence the social and environmental driver of good health (known as the building blocks of health) through the three themes of healthy lives, healthy places, settings and communities and healthy people, the Strategy aims to improve the health of our whole population throughout the life course and to tackle the unfair gaps in health between the most and least healthy in our population.</p> <p>Will ensure that our services and the work we do in partnership with others supports people to live healthier lives – through our insight-led behaviour change campaigns, provision of training and education for people working to support residents, working with NHS colleagues and other partners to embed prevention at scale across our health and care systems. Our actions will support people at different stages of their lives, focusing on those factors that make the biggest difference.</p> <p>A healthy Hampshire for people of all ages means that, places are developed so that people can live independently and actively, improving the health and wellbeing of all now, and in the future. More organisations will act as an anchor institution, influencing good health for all within their local communities</p>
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>People of all abilities are likely to benefit from the strategy.</p> <p>The strategy aims to improve the physical and mental health and wellbeing of the population of Hampshire and to reduce unfair differences in health and wellbeing between population groups, including people with disabilities. The strategy seeks to reduce the prevalence of the conditions contributing the most to years lived in ill health, namely smoking, cardiovascular disease, diabetes, unhealthy weight, low physical activity and poor mental health by acting on the risk factors, environment and conditions which combine to drive them.</p> <p>We can expect to see a positive impact on staff as well as residents as we use our status as</p>

	<p>an "Anchor Institution" to contribute to the health of local communities, through our size, work, buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential;</p> <p>We will continue to deliver a staff wellbeing programme which addresses those issues which are most important for the health of our workforce and local population.</p>
Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>There may be positive benefit in respect to gender reassignment as the strategy promotes inclusion and diversity.</p> <p>The strategy aims to improve the physical and mental health and wellbeing of the population of Hampshire and to reduce unfair differences in health and wellbeing between population groups.</p> <p>We can expect to see a positive impact on staff as we use our status as an "Anchor Institution" to contribute to the health of local communities, through our size, work, buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential;</p> <p>Listening to the voices of our communities and understanding their needs and assets is vital to tackling health inequalities and improving outcomes for all. By listening to our communities, we will better understand the impact poor health has on people's daily lives and learn what needs to be done to shape interventions and services.</p> <p>To make sure we also hear the voices and experiences of our diverse communities, we will continue to build on the Council's successful Community Researchers programme.</p>

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>There will be a positive impact on pregnancy and maternity.</p> <p>Areas of focus include:</p> <ul style="list-style-type: none"> • Healthy start in life for children and young people • develop engaging health protection social marketing campaigns, underpinned by community insight and public health intelligence, to encourage uptake of immunisations and screening - including those for pregnant women and babies. <p>Ambitions include:</p> <p>Support babies (from conception), children, and young people to have the best start in life by working through the national evidence- based high impact areas for early years and school aged children</p> <p>Further develop the offer to support babies, children, young people and families to achieve healthy lifestyles to improve emotional wellbeing, increase the prevalence of healthy weight, and promote physical activity as the norm</p> <p>Improve health outcomes for the most vulnerable babies, children, young people and families to reduce health inequalities</p> <p>Improve parental, family, and infant mental wellbeing through the Healthy child programme</p> <p>Use a coordinated system approach to preventing domestic abuse and protect and support those affected by it</p> <p>Work in partnership to ensure inclusive, quality, affordable, and appropriate safe accommodation support is available to all victims/survivors of domestic abuse, including their children.</p> <p>The development of women's health hubs</p> <p>We can expect to see a positive impact on staff as we use our status as an "Anchor Institution" to contribute to the health of local communities, through our size, work,</p>

buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential.

Mitigation

Race

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>There may be positive benefit in respect to race as the strategy promotes inclusion and diversity. The strategy aims to address the difference in health outcomes by working with all members of the community.</p> <p>To tackle health inequalities and improve the health outcomes of our populations we need to understand our communities and work with them to shape interventions and services. We will build on the Council's successful Community Researchers programme to ensure that we hear the voices and experiences of our diverse communities and work with communities to shape our future services and programmes of work.</p> <p>Certain groups may benefit more from the strategy as it promotes improvement on specific services such as access to services.</p> <p>We can expect to see a positive impact on staff as we use our status as an "Anchor Institution" to contribute to the health of local communities, through our size, work, buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential.</p> <p>To make sure we also hear the voices and experiences of our diverse communities, we will continue to build on the Council's successful Community Researchers programme.</p>

Mitigation	
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Religion or Belief

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>There may be positive benefit in respect to religion or belief as the strategy promotes inclusion and diversity. The strategy aims to address the difference in health outcomes by working with all members of the community.</p> <p>To tackle health inequalities and improve the health outcomes of our populations we need to understand our communities and work with them to shape interventions and services. We will build on the Council's successful Community Researchers programme to ensure that we hear the voices and experiences of our diverse communities and work with communities to shape our future services and programmes of work.</p> <p>Some groups may benefit from the commitment to maximising opportunities for inclusion.</p> <p>.</p>
Mitigation	

Sex

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>There may be some positive impact in respect to sex from the strategy as it promotes improvement on specific services such as access to services for example: the development of women's health hubs, men-only provision for weight management and physical activity.</p>

	<p>We can expect to see a positive impact on staff as we use our status as an "Anchor Institution" to contribute to the health of local communities, through our size, work, buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential;</p>
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>There may be positive benefit in respect to sexual orientation as the plan promotes inclusion and diversity.</p> <p>We can expect to see a positive impact on staff as we use our status as an "Anchor Institution" to contribute to the health of local communities, through our size, work, buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential.</p> <p>Listening to the voices of our communities and understanding their needs and assets is vital to tackling health inequalities and improving outcomes for all. By listening to our communities, we will better understand the impact poor health has on people's daily lives and learn what needs to be done to shape interventions and services that meet the needs of residents.</p> <p>Our ambitions around sexual health are expected to have a positive impact on gay and other men who have sex with men as we know that this group can carry a disproportionate burden of sexually transmitted infections and HIV. Our ambitions include supporting good sexual and reproductive health, through the provision of quality services and information and working towards the national Zero HIV transmission goal.</p>
Mitigation	

Marriage and Civil Partnership

Impact on public	Neutral
Impact on staff	Neutral
Rationale	There will be neutral impact in respect to marriage and civil partnership in respect to inclusion and diversity within the strategy.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>There will be positive benefit in respect to poverty as the strategy has a focus on the social, environmental and commercial drivers for health</p> <p>This includes actions to support members of the population living on lower incomes and or experiencing other forms of deprivation such as food or fuel poverty with a focus on tackling social and health inequalities.</p> <p>Our health emergency plans recognise that people living in fuel poverty are less resilient to the health impacts of cold weather.</p> <p>The focus on supporting children to have the best start in life, closing the educational attainment gap and ensuring fair access to services will all benefit people living on low incomes.</p> <p>We can expect to see a positive impact on staff as we use our status as an "Anchor Institution" to contribute to the health of local communities, through our size, work, buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential;</p>

Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>Rural residents will benefit from the strategy as it promotes Hampshire’s natural assets and aims to support people to enjoy the environment around them. Some rural communities may benefit from the commitment to maximising access to services and public health approach to tackling crime.</p> <p><u>Theme 2: Healthy Places, settings and communities (insert link when available)</u></p> <p>Areas of focus:</p> <ul style="list-style-type: none"> • Transport strategy, policy and practice – Integrating healthy streets, active travel and air quality into everything we do • Planning strategy, policy and practice – Accessible, safe and sustainable town centres and residential developments including contributing to healthy place building through health-enhancing development and regeneration <p>Ambitions include:</p> <p>Work with districts, boroughs and other local organisations to strengthen social networks with communities for the benefit of health</p> <p>We can expect to see a positive impact on staff as we use our status as an "Anchor Institution" to contribute to the health of local communities, through our size, work, buildings, spaces and purchasing power and encourage others to also take on this role. As part of this we will set an example as a good employer, widening access to employment and developing our staff to fulfil their potential;</p>

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Geographical Impact:All Hampshire

Equality Statement

Additional information:

It is considered that the strategy will have a positive or neutral impact on groups with protected characteristics. It is recognised that any specific impacts on the protected groups will be identified and reviewed within the action plans, policies and specific decisions which will sit under this high level Strategic Plan. Separate EIA;s will be undertaken as appropriate for new areas of work developed as part of strategy implementation.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00406

Date of production of EIA for publication: 02/06/2023