

Durham County Council Equality Impact Assessment

NB: The Public Sector Equality Duty (Equality Act 2010) requires Durham County Council to have ‘due regard’ to the need to eliminate unlawful discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between people from different groups. Assessing impact on equality and recording this is one of the key ways in which we can show due regard.

Section One: Description and Screening

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|-------------------------------------|-----------------------------------------------------------|
| Service/Team or Section | Neighbourhoods and Climate Change |
| Lead Officer | Julie Bradbrook, Interim Strategic Manager - Partnerships |
| Title | Joint Local Health and Wellbeing Strategy 2023-2028 |
| MFTP Reference (if relevant) | N/A |
| Cabinet Date (if relevant) | 12 July 2023 |
| Start Date | September 2022 |
| Review Date | To be reviewed in line with the JLHWS (2023-2028) |

Subject of the Impact Assessment

Please give a brief description of the policy, proposal or practice as appropriate (a copy of the subject can be attached or insert a web-link):

The County Durham’s Health & Wellbeing Board (HWB) has a legal responsibility to work in partnership to prepare and deliver a Joint Local Health and Wellbeing Strategy (JLHWS). This is a statutory duty under the Health and Social Care Act 2012.

The JLHWS is informed by Joint Strategic Needs and Assets Assessment (JSNAA)¹, which is part of Durham Insight. This evidence base is an assessment of the current and future health, wellbeing and social care needs of residents in County Durham.

The Joint Health and Wellbeing Strategy (JLHWS) 2023-28 outlines a vision where we would like to see County Durham to be heading in terms of our physical & mental health and wellbeing, whilst closing the gap in health inequalities across County Durham, and between County Durham and England. The vision for the Board is that:

“County Durham is a healthy place, where people live well for longer”

¹ <https://www.durhaminsight.info/jsna/>

Unfortunately, Covid-19 has impacted disproportionately on certain people across the County, particularly our older population, people with existing/underlying health conditions such as diabetes and obesity, our Black, Asian and Minority Ethnic (BAME) populations as well as those living and working in more disadvantaged circumstances. It has had a direct impact on our communities in terms of their health and also a wider indirect impact instigated by lockdown on mental wellbeing across the whole life course, exasperating issues and widening health, social and economic inequalities.

Although recovery will take years, our partners will continue to work together to prevent health and wellbeing inequalities widening even further, and the actions in the JLHWS support our approach in how we deliver health and social care services in these unprecedented times.

The County Durham Vision 2035 was written together with partner organisations and the public. It provides strategic direction and enables us to work more closely together, removing organisational boundaries and co-delivering services for the benefit of our residents. This vision is structured around three ambitions which are:

- More and Better jobs
- People live long and independent lives
- Connected communities

The JLHWS forms part of the delivery mechanism for the Vision, with the objectives contained under the vision ambition “People live long and independent lives” which have a health focus being the responsibility of the Health and Wellbeing Board, as well as also working with other partnerships on shared priorities and cross-cutting issues.

In addition, we will work closely with the Environment and Climate Change Partnership who will deliver on the objective to create a physical environment that will contribute to good health and the Economic Partnership to ensure young people have access good quality education, training and employment.

As mentioned above, the HWB will not just fulfil the objectives in the Vision but also has a duty to meet our statutory obligations under the Health and Social Care Act 2012.

The Health and Wellbeing Board has chosen four priority areas of focus for 2023-28, which have been identified from the evidence base in the JSNAA. These are the biggest contributors to people in County Durham dying early, living in poor health or with illness. To achieve our overarching objective of “Improve healthy life expectancy and reduce the gap within County Durham and between County Durham and England” these are the priorities we need to focus on.

- Making smoking history
- Enabling healthy weight for all
- Improving mental health, resilience and wellbeing
- Reducing alcohol harms

Who are the main stakeholders? (e.g. general public, staff, members, specific clients/service users):

Residents of County Durham: All groups within the population of County Durham including service users, carers, patients and people with disabilities.

Screening

| Is there any actual or potential negative or positive impact on the following protected characteristics? | | |
|----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-------------------------------------------------------------|
| Protected Characteristic | Negative Impact Indicate: Y = Yes, N = No, ? = unsure | Positive Impact Indicate: Y = Yes, N = No, ? = unsure |
| Age | N | Y |
| Disability | N | Y |
| Marriage and civil partnership (workplace only) | N | N |
| Pregnancy and maternity | N | Y |
| Race (ethnicity) | N | Y |
| Religion or Belief | N | Y |
| Sex (gender) | N | Y |
| Sexual orientation | N | Y |
| Transgender | N | Y |

Please provide **brief** details of any potential to cause adverse impact. Record full details and analysis in the following section of this assessment.

The Strategy is aimed at improving health outcomes across the county, based on need identified in the JSNAA. We do not anticipate any negative impacts in the implementation of this strategy although our priorities will impact certain groups differently, in order to address identified health gaps.

The Covid-19 pandemic has had negative impact on the groups identified in the HIA as those who have health inequalities.

This strategy therefore focuses on the areas that are of the most significant importance given the impact they have on people's health and of where we want to be in 2025. It does not cover 'all' aspects of health and wellbeing, and it is to be noted that some areas are also addressed in other plans and strategies.

How will this policy/proposal/practice promote our commitment to our legal responsibilities under the public sector equality duty to:

- eliminate discrimination, harassment and victimisation,
- advance equality of opportunity, and

- foster good relations between people from different groups

The JLHWS aims to improve health and wellbeing for all sections of the community which is beneficial to all protected groups and helps us to pay due regard to the public sector equality duty. The strategy is the vehicle which provides commissioners with a focussed number of priorities and areas of focus, helping to advance equality of opportunity where possible.

This is especially important as we move into 'living with Covid-19'.

Although beneficial to all, objectives are likely to have particularly positive impact for vulnerable groups in relation to age (younger and older age groups), pregnancy and maternity, sex (both men and women), mental health and disability.

The strategy will help partners to understand, identify and improve services for people from the different protected groups and eliminate discrimination whilst promoting equality for people who live, work and study in County Durham.

Evidence

What evidence do you have to support your findings?

Please **outline** your data sets and/or proposed evidence sources, highlight any gaps and say whether or not you propose to carry out consultation. Record greater detail and analysis in the following section of this assessment.

Data

Durham Insight website² – JSNAA data analysis has been used in developing the priority areas of focus for the strategy. The info contained within the strategy, using JSNAA/Durham Insight data, provide context.

The HIA provided valuable data, which has been used to influence the JLHWS, and support the priorities.

Engagement and consultation

Two HWB development session took place to discuss HWB priorities and development of the JLHWS, in the changing landscape (Sept 22 / Jan 23)

Work has taken place with partners to develop the JLHWS, and the draft strategy has been shared within individual partner organisations through the strategy development group.

The draft JLHWS was presented to the HWB on 22 March 2023, ahead of it going out to wider public consultation on the DCC website from 23 March 23 – 13 April 23.

Feedback has been used to amend the draft strategy and as a basis for analysis as contained in this equality impact assessment.

² <https://www.durhaminsight.info/>

The JLHWS takes account of the ICS / ICB priorities.

The consultation link was shared with the following additional groups

- Health and Wellbeing Board Partners
- JLHWS Strategy Development Group
- Area Action Partnerships
- Town and Parish Councils
- Durham Community Action
- Better Together Forum
- VCS organisations
- Armed Forces & Veterans Forum
- Age UK
- Young and Adult Carers
- Patient Reference Groups
- Poverty Action Steering Group
- Investing in Children
- County Durham Youth Council

Consultation Update April 2023

The public consultation closed on 13 April 2023. There was only one response, which related to public access to services – this will not be incorporated into the JLHWS, but has been shared with the leads for consideration in the development of the subsequent action plans.

Community Champions provided feedback on the readability of the JLHWS and in response to their feedback some changes were made to the strategy in relation to readability, use of jargon, sentence structure etc.

Screening Summary

| On the basis of this screening is there: | Confirm which refers (Y/N) |
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| Evidence of actual or potential impact on some/all of the protected characteristics which will proceed to full assessment? | Y |
| No evidence of actual or potential impact on some/all of the protected characteristics? | N |

Sign Off

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| Lead officer sign off: Julie Bradbrook, Interim Strategic Manager - Partnerships | |
| Service equality representative sign off: Mary Gallagher, Equality and Diversity Team Leader | |

Section Two: Data analysis and assessment of impact

Please provide details on impacts for people with different protected characteristics relevant to your screening findings. You need to decide if there is or likely to be a

differential impact for some. Highlight the positives e.g. benefits for certain groups, advancing equality, as well as the negatives e.g. barriers for and/or exclusion of particular groups. Record the evidence you have used to support or explain your conclusions. Devise and record mitigating actions where necessary.

| Protected Characteristic: Age | | |
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| What is the actual or potential impact on stakeholders? | Record of evidence to support or explain your conclusions on impact. | What further action or mitigation is required? |
| <p>The strategy aims to reduce inequality, where possible, by addressing identified health and wellbeing priorities which is positive across all age groups.</p> <p>The Health and Wellbeing Board will work to ensure health inequalities are reduced for children and their families.</p> | <p>The JLHWS has been developed based on evidence in the JSNAA.</p> <p>Headline HWB evidence for County Durham in terms of age includes:</p> <ul style="list-style-type: none"> - Over 41,000 children live in households with adults who smoke, this damages their health and increases their chance of becoming smokers themselves - In the UK 207,000 children start smoking each year. Among adults who smoke 2 in 3 reported that they started smoking before the age of 18 with 75% regretting ever starting smoking in the first place - One in five children are overweight or very overweight when they start school, rising to one in three children when they leave primary school. Not only does this increase the risk of becoming overweight in adulthood, but it increases the risk of ill-health and dying early in adult life - Children and young people are now more likely to have a mental | |

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| | <p>health disorder compared with before the Covid-19 pandemic</p> <ul style="list-style-type: none"> - It's estimated that 12% of CYP aged 5-17 have a diagnosable MH condition. | |
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| Protected Characteristic: Disability | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| <p>The Health and Wellbeing Board will work on the four priority areas which will impact positively on disabilities.</p> | <p>The JLHWS has been developed based on evidence in the JSNAA.</p> <p>Headline HWB evidence for County Durham in terms of age includes:</p> <ul style="list-style-type: none"> - Smoking harms continue to have the biggest impact on some of our residents with the least money in their pockets. When income and smoking costs are taken into account, over 25,000 households are driven into poverty each year - BMI (Body Mass Index) is strongly associated with all deaths - 6 in 10 adults in County Durham are physically active - 7 in 10 adults are classed as overweight or obese - An estimated 80% of those who are alcohol dependent in County Durham do not access specialist alcohol treatment services. This increases the numbers of people living with long term | |

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| | conditions, including heart disease, stroke and cancer | |
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| Protected Characteristic: Marriage and civil partnership (workplace only) | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| N/A | | |

| Protected Characteristic: Pregnancy and maternity | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| The HWB will work to ensure that children and young people have the best start in life, and working on the four priorities will help to address this | <p>The JLHWS has been developed based on evidence in the JSNAA.</p> <p>Headline HWB evidence for County Durham in terms of age includes:</p> <ul style="list-style-type: none"> - Smoking in pregnancy impacts on the health of the mother and the unborn baby. We have higher numbers of women who smoke while they are pregnant than the national average - Breastfeeding has significant health benefits for babies and their mothers, which include reducing a child's risk of being overweight or very overweight. In County Durham fewer women breastfeed than the England average | |

| Protected Characteristic: Race (ethnicity) | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| N/A | | |

| Protected Characteristic: Religion or belief | | |
|---------------------------------------------------------|------------------------------------------------------------------------|------------------------------------------------|
| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| N/A | | |

| Protected Characteristic: Sex (gender) | | |
|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| | <p>The JLHWS has been developed based on evidence in the JSNAA.</p> <p>Headline HWB evidence for County Durham in terms of age includes:</p> <ul style="list-style-type: none"> - In reception there is no significant difference in levels of excess weight between boys and girls, but by year 6 it is significantly higher in boys - Life expectancy for men is lower than women in County Durham | |

| Protected Characteristic: Sexual orientation | | |
|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|
| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| N/A | The strategy aims to reduce inequality, where possible, by addressing identified health and wellbeing priorities which | |

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| | is positive and will be beneficial to all | |
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| Protected Characteristic: Transgender | | |
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| What is the actual or potential impact on stakeholders? | Explain your conclusion considering relevant evidence and consultation | What further action or mitigation is required? |
| The strategy aims to reduce inequality, where possible, by addressing identified health and wellbeing priorities which is positive and will be beneficial to all. | <p>The JLHWS has been developed based on evidence in the JSNAA.</p> <p>Headline HWB evidence for County Durham in terms of age includes:</p> <ul style="list-style-type: none"> - Depression increases the risk of many types of physical health problems, particularly long-lasting conditions like heart disease, stroke and diabetes - Poor mental health affects a high proportion of the population, of all ages and from all stages of life | |

Section Three: Conclusion and Review

Summary

Please provide a brief summary of your findings stating the main impacts, both positive and negative, across the protected characteristics.

The JLHWS will aim to work across a life course to reduce the gap in healthy life expectancy across County Durham and between County Durham and England. This has positive impacts across the protected characteristics.

Will this promote positive relationships between different communities? If so how?

Yes, the strategy will build on what is already taking place within the County and the approach to wellbeing will further harness the number of assets communities have available to them that help maintain and build their resilience and which in turn can protect challenges to their health or wellbeing.

Action Plan

| Action | Responsibility | Timescales for implementation | In which plan will the action appear? |
|--------------------------------------------------------------------|----------------|-------------------------------|---------------------------------------|
| Public Consultation | Partnerships | 22.3.23-13.4.23 | JLHWS 2023-28 |
| Make appropriate amends to strategy based on consultation feedback | Partnerships | From 13.4.23 – 1.5.23 | JHWS 2023-28 |

Review

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| Are there any additional assessments that need to be undertaken? (Y/N) | N |
| When will this assessment be reviewed? Please also insert this date at the front of the template | 2028 |

Sign Off

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| Lead officer sign off: Julie Bradbrook, Interim Strategic Manager, Partnerships | April 23 |
| Service equality representative sign off: Mary Gallagher, Equality and Diversity Team Leader | |