

Swindon Borough Council Diversity Impact Analysis

Health and Wellbeing Strategy 2013

1 What's it about?

Refer to equality duties

What is the proposal? What outcomes/benefits are you hoping to achieve?

Swindon's Health and Wellbeing Strategy sets out the rationale, vision and priorities for Swindon, to improve the health and wellbeing of the people of Swindon, based on the identified needs of the local population (through the JSNA process). The priorities identified are:

- Every child and young person in Swindon has a healthy start in life
- Adults and older people in Swindon are living healthier and more independent lives
- Improved health outcomes for disadvantaged and vulnerable communities (including adults with long term conditions, learning disabilities, physical disabilities or mental health problems)
- Improved mental health, wellbeing and resilience for all
- Creation of sustainable environments in which communities can flourish

Who's it for?

Those who commission services for the local Swindon population including Swindon Borough Council, the Swindon Clinical Commissioning Group, NHs England.

How will this proposal meet the equality duties?

The Swindon Joint Strategic Needs Assessment (JSNA) identifies key messages relating to the prevalence of need by gender, disability, age and other identified characteristics including disability. This information, combined with the feedback from the consultation and engagement process, has informed the setting of the strategic objectives within the Joint Health and Wellbeing Strategy for Swindon. This information will help those commissioning services for Swindon to tailor services to address the health and wellbeing needs of our local communities through commissioning strategies that advance equality of opportunity and foster good relations between people and communities and contribute to reducing health inequalities.

What are the barriers to meeting this potential?

There are gaps of our understanding in some of the protected characteristic groups and therefore potentially limited evidence has been used to understand the potential equality impacts on these communities. The Joint Strategic Needs Assessment process provides the opportunity to increase knowledge and understanding of the cultural needs and barriers for people from different groups that can influence and inform future reviews of the strategy.

2 Who's using it?

Refer to equality groups

What data/evidence do you have about who is or could be affected (e.g. equality monitoring, customer feedback, current service use, national/regional/local trends)?

The Health and Wellbeing Strategy is evidence based and draws on national, regional and local knowledge and trend data. The JSNA which also informs the strategy uses a variety of data from various sources local, regional and national, both qualitative and quantitative that highlights local needs and trends. The available data and information has been used to inform the Health and Wellbeing strategy.

How can you involve your customers in developing the proposal?

There have been a number of stakeholder events and forums where local people have been asked their views on the health and wellbeing priorities for Swindon. This has included for

example Swindon LINK and the Swindon Coalition and the Swindon Connected care Community Researcher initiative. The JSNA process uses information, intelligence and insights gathered from a variety of sources including local community and service users with feedback received from both formal and informal routes

Who is missing? Do you need to fill any gaps in your data? (pause DIA if necessary)

The JSNA is an ongoing process and the JSNA Steering Group have been established to identify areas of work to support the JSNA and thus inform the Strategy which will be reviewed annually.

3 Impact

Refer to dimensions of equality and equality groups

Show consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation and if appropriate: financial economic status, homelessness, political view

Using the information in parts 1 & 2:

- a) Does the proposal create an adverse impact which may affect some groups or individuals. Is it clear what this is? How can this be mitigated or justified?

The intention of the HWS is to broaden the 'range' and address the needs of our diverse town, however if we focus on the priority areas that the JSNA has identified it is recognised that there may be some unexpected adverse impacts - we will continue to monitor through the JSNA Steering group and the HWB.

What can be done to change this impact?

A series of service reviews, needs assessments and Health equity audits will support the actions to minimise any adverse impacts on any protected characteristic groups.

- b) Does the proposal create benefit for a particular group. Is it clear what this is? Can you maximise the benefits for other groups?

The Strategy clearly shows consideration of: age, gender, disability, maternity/pregnancy and race, and also considers financial economic status, homelessness, and education. These areas have been prioritised within the JSNA and development of the strategy based on identified needs and future risks and demands that are likely to arise due to increase in an aging population and people living longer, often with high health and social care needs. Focusing on our more vulnerable communities has been identified as a priority within the strategy.

Does further consultation need to be done? How will assumptions made in this analysis be tested?

Given that the JSNA process is on going any issues raised can be referred in to the JSNA steering group and be considered for further review.

4 So what?

Link to business planning process

What changes have you made in the course of this DIA?

- Review of the Dementia needs assessment to ensure that older GLT community needs considered
 - Added a section to the strategy outlining the equality impact intention
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What will you do now and what will be included in future planning?

Reinforce need to consider protected characteristics groups as standard element of JSNA process to Steering Group members and programme leads.

When will this be reviewed?

This is a 3 year strategy but it will be reviewed annually by the Health and Wellbeing Board. The JSNA is an ongoing process that will constantly provide intelligence to commissioners and inform future iterations of the strategy.

How will success be measured?

The national frameworks for Public Health, the NHS and Adult Social Care provide a series of indicators that can provide a measure of success. A number of these have been specifically drawn out and embedded within the strategy as indicators of success.

For the record	
Name of person leading this DIA Cherry Jones	Date completed 7 th October 2013
Names of people involved in consideration of impact. Nick Stephenson.	
Name of director signing DIA Cherry Jones	Date signed 9 th April 2013

