

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council's work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Health and wellbeing scrutiny report	
Director responsible for the project or service area	Joanne Sands	
Officer completing the assessment	Jackie Hodgkinson	
Date conducted	27.02.25	
Who are the main stakeholders?	All in the community.	
What is being assessed?	A decision to review or change a service	X
	A strategy, policy, report or procedure	
	A function, service, or project	
What kind of assessment is it?	New	
	Review of existing	X

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?		X
2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?		X
3	Does the proposal seek agreement on restructuring or reorganising of staffing?		X
4	Will this policy or proposed change have any impact on potential suppliers?		X

5	Does this policy or proposed change impact on any HR policy or practice within the council?		X
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?	X	

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Decision	Yes	No
Initial screening only		x
Proceed to Part Two, full assessment	x	

Initial screening completed by	Jackie Hodgkinson
Date	27.02.25

Full screening completed by	Jackie Hodgkinson
Date	27.02.25

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Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

The proposal aims to provide an overview of safeguarding within the organisation, including updates on areas covered within the Community Safety Plan.

The report is present by the Partnership Vulnerability Officer who seeks for members to endorse the report.

Section 2

Evidence used and considered. Include analysis of any missing data.

This EIA demonstrates our commitment to promoting equality and safeguarding within our community. By continuously evaluating and improving our safeguarding practices, we aim to protect vulnerable individuals and foster a safe and inclusive environment for all.

Reports of quarterly figures are recorded on the Ideagen Risk Management system.
Community Safety Impact Assessment

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

The Council attends the Staffordshire Safeguarding Children Partnership Learning in Practice Forum meetings, along with updates from lunch and learn events.
The themes of safeguarding continue with attendance at MACE panels, Domestic abuse working groups and countywide partnerships.

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of the impact	Action to address negative impact
Protected Characteristic, as outlined in the Equality Act 2010			

Age	Positive	Training is designed to be inclusive of all age groups, ensuring that both younger and older staff members can participate and benefit equally. Referral processes are designed to be accessible to individuals of all ages.	Outreach efforts are designed to be inclusive of all age groups.
Disability	Positive	Training materials and sessions are made accessible, with accommodations such as sign language interpreters or materials in braille. Referral processes are made accessible, with accommodations for individuals with disabilities.	Outreach materials and events are made accessible, with accommodations for individuals with disabilities.
Gender reassignment	Positive	Training includes information on supporting individuals undergoing gender reassignment, ensuring their safeguarding needs are met. Referral processes are sensitive to the needs of individuals undergoing gender reassignment.	Outreach efforts are sensitive to the needs of individuals undergoing gender reassignment.
Marriage and civil partnership	Positive	Training addresses the safeguarding needs of individuals in different types of relationships. Referral processes consider the safeguarding needs of individuals in various types of relationships.	Outreach efforts consider the safeguarding needs of individuals in various types of relationships.
Pregnancy and maternity	Positive	Training includes considerations for safeguarding pregnant individuals and new parents.	Outreach efforts include considerations for safeguarding pregnant individuals and new parents.

		Referral processes include considerations for safeguarding pregnant individuals and new parents	
Race	Positive	Training is culturally sensitive and addresses the specific safeguarding needs of different racial and ethnic groups. Referral processes are culturally sensitive and address the specific safeguarding needs of different racial and ethnic groups.	Outreach efforts are culturally sensitive and address the specific safeguarding needs of different racial and ethnic groups.
Religion or Belief	Positive	Training respects and incorporates the safeguarding needs of individuals from various religious backgrounds. Referral processes respect and incorporate the safeguarding needs of individuals from various religious backgrounds.	Outreach efforts respect and incorporate the safeguarding needs of individuals from various religious backgrounds.
Sex	Positive	Training ensures that both men and women are equally protected and aware of safeguarding practices. Referral processes ensure that both men and women are equally protected.	Outreach efforts ensure that both men and women are equally protected.
Sexual Orientation	Positive	Training includes information on safeguarding individuals of all sexual orientations. Referral processes include considerations for safeguarding individuals of all sexual orientations	Outreach efforts include considerations for safeguarding individuals of all sexual orientations.

Are there socio-economic groups likely to be affected? If yes, please provide detail below			
Other social exclusion	Positive		Ensure that systems are in place to be inclusive for all.
Digital exclusion	Positive	Community inclusion and initiatives can create a more inclusive environment for individuals	Ensure that programmes are designed to be inclusive. Ensure programmes are communicated through a variety of channels.
Veterans and serving members of the armed forces and their families	Positive	Community inclusion and initiatives can create a more inclusive environment for individuals	Ensure that programmes are designed to be inclusive
Young people leaving care	Positive	Community inclusion and initiatives can create a more inclusive environment for individuals	Ensure that programmes are designed to be inclusive
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?	Positive	Aimed at addressing mental and physical health impact such as anxiety, depression and social isolation. To help enhance mental wellbeing	Ensuring that referrals are designed to be inclusive and support in place
Will the proposal directly impact on housing?	Neutral		
Will there be a likely change in demand for or access to public services such as health and social care services?	Positive	Referrals will be directed to the right areas within social care.	Ensuring that the right help is received from the needs of that individual.
Will there be an impact on diet and nutrition?	Neutral		
Will there be an impact on	Neutral		

physical activity?			
Will there be an impact on transport, travel and connectivity?	Neutral		
Will there be an impact on employment and income?	Neutral		
Will there be an impact on education and skills?	Neutral		
Will there be an impact on community safety?	Positive	It will support the community safety priorities along with partnership working	Working inline to support our priorities
Will there be an impact on the environment, air quality, climate change?	Neutral		

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

No negative impacts have been identified

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

None

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Vulnerability Partnership Officer
Frequency of monitoring	Annually
Where will the impact assessment be reported to?	Health and wellbeing scrutiny
Where this impact assessment will be stored and for how long	

Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress