



**NEWARK &  
SHERWOOD**  
*DISTRICT COUNCIL*

## **Newark and Sherwood Health and Wellbeing Partnership Plan 2019 - 2022**

### **[EQUALITY IMPACT ASSESSMENT]**

This document should be completed only after the Equalities Checklist has been completed and it has been determined that a full Equality Impact Assessment is required.

### **Service Area:**

Housing, Health and Community Relations

### **Section/service delivery/policy covered by the assessment**

The Newark and Sherwood Health and Wellbeing Partnership Plan 2019 - 2022

### **Stage 1 - what is being assessed?**

The impact of The Newark and Sherwood Health and Wellbeing Partnership Plan 2019 - 2022

### **Stage 2 - who is carrying out the assessment?**

The Health and Wellbeing Partnership Plan Review Team, including Leanne Monger, Andy Hardy, Helen Ellison

Others involved in the assessment (external challenge): John Bullock, Access and Equalities Officer NSDC

### **Stage 3 - aims of the strategy or service**

Briefly describe the aims of the strategy or service:

This Health and Wellbeing Partnership Plan 2019 - 2022 sets out the Council's ambitions and vision for encouraging and supporting our communities to *'improve the health and wellbeing of local residents, with a particular focus on narrowing the gap in healthy life expectancy and other health outcomes'* to make Newark and Sherwood a healthy and sustainable place. This document focuses on the District Council's Community Plan 2019 – 2023 which sets out its Vision and Strategic Priorities around 'Improving Health and Wellbeing' which responds to leading National and County wide key strategies.

### **Stage 4 - knowing our customers, communities and employees**

List the main customers, employees, users or groups receiving, delivering or affected by, this strategy or service:

The Health and Wellbeing Partnership Plan 2019 - 2022 is intended to be an inclusive plan that can apply to all residents of the District. It has identified three primary target groups within the District that it will support through focussing resources and efforts to improve health and wellbeing and applies equally to all. The Plan will consider the needs of key equality groups of age, disability, gender reassignment,

marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation in respect of its delivery. Ultimately the aim of the plan is to improve health and wellbeing by addressing the emerging priorities identified by district residents thus improving the potential for residents to live longer and more independent lives which are less reliant on health interventions.

The following demographic information provides a breakdown of the district's population, and highlights particular equality groups:

- The resident population of Newark and Sherwood in 2017 was [120,965](#) which represents 14.79% of the total Nottinghamshire county resident population of [817,851](#).
- Newark and Sherwood's resident population is [61,330](#) (50.7%) female and [59,635](#) (49.3%) male.
- The total population of Newark & Sherwood is projected to be [134,234](#) by 2039.
- By 2036 29% of Newark and Sherwood's population will be over 65.
- Newark & Sherwood has [4,974](#) households with dependent children aged 0 to 4. That represents [10.20%](#) of the district's households. [13,650](#) households in the district have dependent children of all ages. That represents [28.00%](#) of the district's households.
- The predominant age band in Newark and Sherwood in 2017 was 'all persons aged 50 to 54' with [9,409 people](#) out of the total population of [120,965](#).
- The mean age of the Newark and Sherwood district population was [42](#) years compared to a mean age of [41](#) years for residents in the whole of Nottinghamshire in 2011.
- The largest ethnic group in Newark & Sherwood is 'Number of usual residents who are White' with [97.5%](#) of the district's population. That compares with a figure of [95.5%](#) for Nottinghamshire county as a whole and [85.4%](#) for East Midlands. The second largest ethnic group is 'Number of usual residents who are Asian/Asian British' with [1.0%](#) of the district's population. That compares with [1.4%](#) for the county as a whole and [1.9%](#) for East Midlands.
- In 2017 21.6% of Newark and Sherwood residents were over 65 and 17.9% were under 16.
- Marital and civil partnership status – 51.7% of the districts population are married or in a registered same-sex civil partnership.
- 1.9% of residents aged 16-24 are claiming unemployment related benefits (sept 2018).
- 20.3% of residents report that their day to day activities are limited a little or a lot due to a limiting long-term illness.
- Religion – 66.1% of local residents describe themselves as Christian and 25.6% state they have no religion.
- 7.3% of Newark and Sherwood residents provide 1-19 hours of unpaid care a week, 1.4% provide 20-49 hours and 2.8% of the district's population provide more than 50 hours of unpaid care per week.

There are no anticipated adverse impacts to anyone across any of the protected characteristics because the objective of the Plan will be to treat all members of the community fairly and equally. It is also acceptable practice for the Plan to target some of its priorities and activities at specific groups (which will include some or all of the above protected characteristics) and will address discrimination or disadvantage experienced by individuals or communities if identified. Therefore it is proposed that the 'consideration of the needs of people/groups with protected characteristics' is taken into account as a key factor when determining how the Council will deliver the strategic vision and

priorities of the Health and Wellbeing Partnership Plan.

**Stage 5 - background information**

List any information from previous surveys, customer feedback or any relevant performance information that relates to this strategy or service:

**It is recognised that with limited resources a targeted approach is necessary to be effective therefore the justification for the priorities identified in the Plan is based on insight data which has highlighted where resources should be targeted to deliver the best possible return on investment in respect of improved long-term health and wellbeing benefits. This Plan will play an important role in enabling residents of Newark and Sherwood to access services and support to improve health and wellbeing.**

**Stage 6 - this stage looks at barriers to accessing services and any possible discrimination that customers and communities may face**

**Age**

<b>Access to service</b>			<b>Delivery of service</b>		
Positive Impact <b>Yes</b>	Negative Impact	Nil Impact	Positive Impact <b>Yes</b>	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**The Plan is positive in terms of access and delivery of services for people of all ages. Although one of the targets is young people, older people will have equitable access to support should they so wish. Any person regardless of age that would benefit from support will be treated fairly and equitably.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**The Plan supports all persons who would benefit from support to improve health and wellbeing regardless of age.**

**Race**

Access to service			Delivery of service		
Positive Impact <b>Yes</b>	Negative Impact	Nil Impact	Positive Impact <b>Yes</b>	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**Although the BME resident population of the District is approximately 2.5%, the Plan will encourage engagement from all ethnic groups, if members of this community wish to benefit from support to improve health and wellbeing will be treated fairly and equitably.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**This Plan will be made available in reasonable alternative formats.**

**Gender**

Access to service			Delivery of service		
Positive Impact <b>Yes</b>	Negative Impact	Nil Impact	Positive Impact <b>Yes</b>	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**The Plan will provide equitable opportunity to all persons regardless of gender who wish to benefit from support to improve health and wellbeing.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**Disability**

Access to service			Delivery of service		
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Positive Impact <b>Yes</b>	Negative Impact	Nil Impact	Positive Impact <b>Yes</b>	Negative Impact	Nil Impact
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Please describe any positive impact, negative impact, any barriers or potential discrimination:

**The Plan will provide equitable opportunity to all persons regardless of disability who may wish to benefit from support to improve health and wellbeing and the Plan will be available to all.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**Engagement with people with disabilities is actively encouraged and is supported through the Plan.**

<b>Sexual Orientation</b>					
<b>Access to service</b>			<b>Delivery of service</b>		
Positive Impact	Negative Impact	Nil Impact <b>Yes</b>	Positive Impact	Negative Impact	Nil Impact <b>Yes</b>

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**No adverse impact is identified in respect of this protected characteristic. All groups are equally encouraged to participate in the delivery of this Plan which is open to all and there are no known issues in respect of people of different sexual orientation being disadvantaged.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**N/A**

**Gender reassignment**

Access to service			Delivery of service		
Positive Impact	Negative Impact	Nil Impact <b>Yes</b>	Positive Impact	Negative Impact	Nil Impact <b>Yes</b>

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people who have had gender reassignment.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**N/A**

**Marriage and Civil Partnership**

Access to service			Delivery of service		
Positive Impact	Negative Impact	Nil Impact <b>Yes</b>	Positive Impact	Negative Impact	Nil Impact <b>Yes</b>

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people who are unmarried, married or in civil partnerships.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**N/A**

Pregnancy and Maternity					
Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact Yes	Positive Impact Yes	Negative Impact	Nil Impact Yes

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people who are pregnant or on maternity leave. The Plan will have a focus around new and expectant mothers in respect of providing support to ensure a 'good start' which will have a positive impact on this protected characteristic group.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**N/A**

Religion or belief					
Access to service			Delivery of service		
Positive Impact	Negative Impact	Nil Impact Yes	Positive Impact	Negative Impact	Nil Impact Yes

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**No adverse impact is identified in respect of this protected characteristic. The Plan is open to all and there are no known issues in respect of people of different religions or beliefs. Any specific requests will be appropriately considered and incorporated into service delivery as required.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**N/A**



### Other groups or issues (e.g. socio-economic)

Access to service			Delivery of service		
Positive Impact Yes	Negative Impact	Nil Impact	Positive Impact Yes	Negative Impact	Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

**Whilst the Plan is open to all it will focus resources where appropriate to identified areas of higher social need as determined by NSEC 6-8 and as a consequence will have a positive impact on this group.**

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

**N/A**

### Stage 7 - Action plan and Policy Review

From the previous section list the specific actions required to address any problems you have identified:

Action	Service Plan / Delivery Plan	Officer responsible	Timescale	Resources	Milestones, monitoring and review details
Progress on performance will be reported quarterly and equality information is part of the process.	Delivery Plan	Leanne Monger/Andy Hardy/Alexis Knock/Helen Ellison	Quarterly	N/A	Ongoing until Q4 2022
The Plan will be reviewed annually.	Service Plan	Leanne Monger/Andy	Annually	N/A	March 2020/21/22

The Plan will be refreshed every three years.	Service Plan	Hardy/Alexis Knock/Helen Ellison  Leanne Monger/Andy Hardy/Alexis Knock/Helen Ellison	Tri-annually	TBC	March 2022
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Date of next review    **March 2020**

**Stage 8 – Outcome(s) of equality impact assessment:**

No major change needed <b>The current policy for the scheme is acceptable and does not need any major changes based on the actions agreed.</b>	Adjust the policy/proposal	Adverse impact but continue	Stop and remove the policy and proposal
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**Stage 9 – Confirmation and publish the results**

I confirm that these actions are being adopted as everyday practice and if necessary incorporated into the Service Plan or Delivery Plan.

Signed by Lead officer

**Andy Hardy**

Date:

**21 February 2019**