

H&F Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool is informed by the [public sector equality duty](#) which came into force in April 2011. The duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under the Equality Act 2010**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against these three tenets.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Strategy & Communities team for support.

Further advice and guidance can be accessed online and on the intranet:

<https://www.gov.uk/government/publications/public-sector-equality-duty>

<https://officesharedservice.sharepoint.com/sites/Governance/SitePages/Reports.aspx>

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	Q3 / 2024
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Procurement of a H&F Tier 2 Weight Management service</p> <p>Short summary:</p> <p>Approval is sought in the procurement strategy to procure a new contract.</p> <p>Local authorities have a legislated duty to take appropriate steps to improve the health of the people who live in their area, and to provide facilities for the prevention or treatment of illness. This covers a range of public health services, including effective multi-component lifestyle weight management services. These services are often referred to as Tier 2 services, aimed to change behaviour to reduce energy consumption and encourage physical activity¹. Tier 2 services are part of a stepped approach to obesity prevention, with different ‘tiers’ of services commissioned at local, regional and national levels (Figure 1).</p> <p>This service will be adult-specific (for those aged 18 and over) and provide appropriate provision depending on the life stage of the service user.</p> <p>This report seeks approval of the procurement strategy which sets out the intention to tender for the delivery of a high quality and ruthlessly efficient, Tier 2 Weight Management service.</p>
Lead Officer	<p>Name: Charis Champness Position: Programme Lead Email: charis.champness@lbhf.gov.uk Telephone No: 07554222722</p>
Date of completion of final EIA	03 / 10 / 2024

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: 2024-2025</p> <p>Resources: Public Health Commissioners</p>

¹ [1 \(nice.org.uk\)](http://nice.org.uk)

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.

Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
Age	The Tier 2 weight management service will positively impact adults in our borough as currently there is a gap in provision for adult support services around wight management.	Positive
Disability	There are no identified impacts for Disabled people.	Neutral
Gender reassignment	There are no identified impacts in relation to gender reassignment.	Neutral
Marriage and Civil Partnership	There are no identified impacts for marriage and civil partnerships.	Neutral
Pregnancy and maternity	There are no identified impacts for pregnancy and maternity.	Neutral
Race	<p>The proposed model will widen targeted work with people who are less likely to engage with services, which includes Black, Asian and Minority Ethnic groups. The outreach conducted through the navigation service will be targeted and culturally competent.</p> <p>Furthermore, H&F would like to ensure a compassionate and holistic approach to services that are provided to support adults to reach a healthy weight, in a safe and sustainable manner. As there are already several public, private and community services provided in H&F supporting residents in achieving a healthy lifestyle, the provider will build upon the current provision and partner with our communities and services to deliver a multi-component, whole systems approach model that delivers:</p> <ul style="list-style-type: none"> • A Universal, non-clinical, healthy lifestyle service that is offered to all adults (18+) with a body mass index (BMI) of 30 kg/m² or more (or 27.5 kg/mg² for people with a South Asian, Chinese, other Asian, Middle Eastern, Black 	Positive

		<p>African or African-Caribbean family background²), to support with reaching a healthy weight</p> <ul style="list-style-type: none"> • Targeted support for residents who experience health inequities and experience greater barriers to achieving a healthy weight • Specialist services including culturally appropriate dietetic and health coaching support to assist with developing care plans tailored to individual needs. <p>Similarly, our Tier 2 weight management service will be aiming to address health inequalities through targeted outreach and have culturally competent solutions.</p>	
	Religion/belief (including non-belief)	There are no identified impacts on religion/belief.	Neutral
	Sex	There are no identified impacts on sex.	Neutral
	Sexual Orientation	There are no identified impacts on sexual orientaiton.	Neutral
	Care Experienced as a Protected Characteristic	There are no identified impacts for Care Experienced people.	Neutral
<p>Human Rights or Children’s Rights If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children’s Rights, as defined by the UNCRC (1992)? No</p>			

² [Recommendations | Obesity: identification, assessment and management | Guidance | NICE](#)

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	
New research	If new research is required, please complete this section

Section 04	Consultation
Consultation	<p>Stakeholder consultation is ongoing, but themes have emerged and are informing the service specification development.</p> <p>Through significant consultation, it has been highlighted that residents want more accessible and holistic services. Residents have told us how important knowledge, advice and support around food while highlighting that terminology of food needs to be carefully considered to ensure positive change and reduce harmful effects in relation to diet culture. That language needs to be culturally appropriate, and the service needs to be competent to adapt to the individual's needs. Finally, residents have told us that they want people to be able to be empowered and confident to make decisions.</p> <p>This feedback will be utilised when writing the service specification to ensure these thoughts are captured, and as the successful bidder moves into the contract mobilisation period they will be required to consult with residents as they shape their local service offer.</p>
Analysis of consultation outcomes	Ongoing

Section 05	Analysis of impact and outcomes
Analysis	What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal, or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).

Section 06	Reducing any adverse impacts and recommendations
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Outcome of Analysis	No adverse impacts are anticipated.
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Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan

Section 08	Agreement, publication and monitoring					
Senior Managers' sign-off	Name: Dr Nicola Lang Position: Director of Public Health Email: Telephone No: 07769 199 396 Considered at relevant DMT: Y					
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 9/12/2024 Key equalities issues have been included: Yes					
Equalities Advice (where involved)	Name: Yvonne Okiyo Position: Strategic Lead Equity, Diversity and Inclusion Date advice / guidance given: 06.11.24 Email: yvonne.okiyo@lbhf.gov.uk Telephone No: 07824 836 012					