

Screening determines whether the policy has any relevance for equality, ie is there any impact on one or more of the 9 protected characteristics as defined by the Equality Act 2010. These are:



- Age
- Disability
- Gender reassignment
- Marriage and civil partnership\*
- Pregnancy and maternity
- Race
- Religion or belief (including lack of belief)
- Sex
- Sexual orientation

1. Policy/service/function title	Wellbeing Strategy
2. Lead officer (responsible for the policy/service/function)	Vicky Moseley Corporate Manager Communities
3. Is this a new or existing policy/service/function?	New
4. What exactly is proposed? (Describe the policy/service/ function and the changes that are being planned?)	Adoption of a Strategy for setting and delivering outcomes for both Districts under the Wellbeing strategic priority.
5. Why? (Give reasons why these changes are being introduced)	<p>Wellbeing is one of the 6 Corporate Strategic Priorities.</p> <p>The Strategy identifies outcomes for the wellbeing of residents, communities and staff that the Councils will seek to achieve.</p> <p>The documents supporting the Strategy identify actions and areas of work across the organisation that contribute to delivering the outcomes.</p> <p>The purpose is to focus and give impetus to the organisation's work to improve the wellbeing of the residents of Babergh &amp; Mid Suffolk.</p>
6. How will it be implemented? (Describe the decision making process, timescales, process for implementation)	<p>The Strategy will go to Babergh Council with a recommendation to adopt on 21 September 2021 and to Mid Suffolk Council on 23 September 2021.</p> <p>If adopted, an action plan to deliver each outcome within the strategy will be developed and progress reported in a number of ways, including through the quarterly performance reports to Cabinet.</p> <p>Service Areas will be expected to address the Wellbeing Strategy, alongside the other Strategies, in their Service Plans.</p>

<p><b>7.</b> Is there potential for differential impact (negative or positive) on any of the protected characteristics?</p>	<p>No</p> <p>The Wellbeing Strategy is intended to inform work for residents across all characteristics in positive ways and a major thrust of the strategy is to address health and well-being inequalities.</p> <p>The Strategy itself does not prescribe the detailed actions to achieve the wellbeing outcomes it describes. However, some of the future work on delivery will be targeted according to demand or circumstances more commonly experienced by people with particular characteristics. In this way the effect may be different for different groups but should contribute to reducing existing differences.</p> <p><b>For example</b>, unhappy relationships and personal safety affect personal wellbeing and both in turn are negatively affected in cases of domestic abuse. Significantly more women are affected by domestic abuse than men.</p> <p>The Councils will work to tackle domestic abuse and to promote and support help for those affected, both women and men. In doing so it will help meet its outcomes under the Wellbeing Strategy and the Communities Strategy to fulfil its Community Safety duties. There will be a differential impact as more women will require and benefit from positive interventions, both universal and selective, than men.</p> <p><b>Another example</b> would be that loneliness and social connection affect wellbeing and that feelings of loneliness are more likely to be experienced by older single people or people in their late teens or early twenties. By instigating work to reduce loneliness, it may be appropriate to prioritise these groups.</p> <p>So that the impact of actions related to this strategy are properly considered, an Equality Impact Assessment will be carried out for the Wellbeing Strategy Delivery Plan and for any significant project created to deliver the outcomes of the strategy. In the previous example the EQIA would be undertaken before the loneliness project was implemented to identify differential need and opportunities to achieve fairer outcomes.</p>
<p><b>8.</b> Is there the possibility of <b>discriminating unlawfully</b>, directly or indirectly, against people from any protected characteristic?</p>	<p>No</p> <p>None identified</p>

APPENDIX 3 – EQUALITY IMPACT ASSESSMENT (EIA) INITIAL SCREENING FORM

<p><b>9. Could there be an effect on relations between certain groups?</b></p>	<p>No negative effects identified.</p> <p>The Strategy has specific outcomes about supporting social connection and cohesive, vibrant communities. The effect on relations, where there is one, should be one of improvement.</p>
<p><b>10. Does the policy explicitly involve, or focus on a particular equalities group, i.e. because they have particular needs?</b></p>	<p>No. The Strategy is intended to address the wellbeing of all residents, communities and staff.</p> <p>Where projects are undertaken to address wellbeing needs a separate Equality Impact Assessment will be undertaken to identify particular needs, impacts and mitigations.</p>
<p>If the answers are 'no' to questions 7-10 then there is no need to proceed to a full impact assessment and this form should then be signed off as appropriate.</p> <p>If 'yes' then a full impact assessment must be completed.</p> <p><b>In the light of the responses to questions 7-10 a full impact assessment is not required.</b></p>	
<p>Authors signature</p>	<p>Vicky Moseley</p>
<p>Date of completion</p>	<p>02 July 2021</p>

*Any queries concerning the completion of this form should be addressed to the Equality and Diversity Lead.*

\* Public sector duty does not apply to marriage and civil partnership.