

Appendix 4
Shropshire Council
Equality, Social Inclusion and Health Impact Assessment (ESHIA)
Stage One Screening Record 2025

A. Summary Sheet on Accountability and Actions

Name of proposed service change
Housing Strategy 2025-2030

Name of the officer carrying out the screening
Tami Sabanovic, Housing Strategy and Development Officer

Decision, review, and monitoring

Decision	Yes	No
Initial (Stage One) ESHIA Only?	yes	
Proceed to Stage Two Full ESHIA or HIA (part two) Report?		no

✓ *If completion of a Stage One screening assessment is an appropriate and proportionate action at this stage, please use the boxes above, and complete both part A and part B of of this template. If a Full or Stage Two report is required, please move on to full report stage once you have completed this initial screening assessment as a record of the considerations which you have given to this matter.*

Actions to mitigate likely negative impact or enhance positive impact of the service change in terms of equality and social inclusion considerations
<p>Ahead of the proposed consultation, this initial assessment of the Draft Housing Strategy indicates a likely low to medium positive impact for individuals and households across a range of groupings, particularly for the Protected Characteristics of Age and Disability as defined in the Equality Act 2010. The strategy aims to improve housing outcomes for all Shropshire residents, addressing long-term challenges such as economic sustainability, housing affordability, and the need to attract and retain key workers to support vital industries.</p> <p>Positive impacts are also anticipated for members of the Gypsy, Traveller, and Travelling Showperson communities, who are considered within the Protected Characteristic grouping of Race and for whom there are also considerations around social inclusion. For individuals within the intersecting Protected Characteristic groupings of Race and of Religion or Belief, such as refugee families, anticipated impacts range from neutral to low to medium positive. Outreach efforts are planned to support those for whom English is not their first language, ensuring equitable access to housing services.</p>

The Housing Strategy also acknowledges the challenges faced by vulnerable groups such as young people leaving care, individuals experiencing fuel poverty, and residents at risk of social exclusion. For those groups experiencing long-term rough sleeping, these issues are addressed more directly within the Preventing Homelessness and Rough Sleeping Strategy, which operates in close alignment with this overarching strategy. Similarly, positive outcomes are expected for veterans, serving members of the armed forces, and their families, in line with the Armed Forces Act 2021.

To mitigate potential negative impacts and enhance positive outcomes, the Housing Strategy includes the following measures:

- Supporting the development of accessible, adaptable housing to meet the needs of an ageing population and individuals with disabilities.
- Recognising the outmigration of young people seeking more affordable options and implementing measures to increase affordable housing options within Shropshire to retain a skilled workforce and sustain community vitality.
- Fostering mixed-tenure housing developments and encouraging place-based solutions that support community longevity and reduce inequalities.
- Addressing barriers to stable housing for care leavers, individuals in fuel poverty, and marginalised groups, including Gypsy, Traveller, and Travelling Showperson communities.
- Ensuring tailored support for key demographics such as veterans, young people leaving care, and refugee families through outreach and partnership efforts.

While the Housing Strategy provides an overarching overview that references the needs of individuals with neurodiverse conditions or learning disabilities, these areas are addressed in greater detail within the Independent Living and Specialist Accommodation Strategy. The Housing Strategy complements such initiatives by ensuring an inclusive and equitable housing framework for all Shropshire residents, supporting a cohesive approach to meeting diverse housing needs.

Initial screening has not identified significant risks of displacement or disruption of support networks, but the council remains committed to ongoing consultation and engagement to identify and address any emerging issues. Feedback received during the consultation process will inform the next phase of development for the Housing Strategy, with measures put in place to maximise positive equality outcomes and foster inclusive, thriving communities across Shropshire.

Actions to mitigate likely negative impact or enhance positive impact of the service change in terms of health and wellbeing considerations

The initial assessment of the Housing Strategy indicates that the proposed actions are likely to have positive health and well-being impacts for individuals and the wider community. By prioritising the development of energy-efficient and accessible housing, the strategy aims to improve living conditions, which can have significant benefits for mental and physical health. Improved housing quality, including better insulation and heating, will help reduce the risks associated with fuel poverty, which can contribute to respiratory and cardiovascular conditions. There will also be potential positive financial impacts of energy efficient design with reduced utility bills (particularly heating) – and less initial need for up-front maintenance work on improved build quality.

Additionally, the strategy's focus on reducing homelessness and addressing housing instability will have a direct positive effect on mental well-being by providing secure housing options for vulnerable individuals and families. Reductions in homelessness will also lead to an improvement in physical health, with fewer homeless related illnesses and associated problems, such as increased alcohol and drug consumption. A stable home address will also potentially provide greater access to healthcare via primary care and increase the possibility of employment opportunities.

The strategy also promotes social inclusion and community cohesion, which are key factors in enhancing overall well-being. The Council will continue to monitor the health impacts of the strategy and take action to mitigate any negative effects, including ensuring that housing developments are accessible to individuals with disabilities and other vulnerabilities.

Measures to support residents at risk of social exclusion, such as care leavers and individuals experiencing long-term rough sleeping, will be put in place to safeguard their physical and mental health outcomes.

Actions to review and monitor the impact of the service change in terms of equality, social inclusion, and health considerations

Shropshire Council will ensure the Housing Strategy reflects a comprehensive understanding of its likely impacts through regular monitoring and review processes. This includes annual reviews of the strategy's accompanying action plan, updates to the Health and Wellbeing Board to ensure alignment with wider strategic priorities, and a full review towards the end of its five-year term, or sooner if prompted by significant legislative or policy changes.

Following its presentation to Cabinet, the strategy will undergo an eight-week public and stakeholder consultation to gather diverse and representative feedback. Should any viewpoints appear under-represented during this period, the council will consider extending the consultation to ensure inclusivity. All feedback received will be carefully reviewed, and the strategy will be amended where appropriate to

reflect these insights. A second screening of the ESHIA will be conducted at the end of the consultation period to ensure the strategy addresses the needs and priorities of Shropshire's communities.

Shropshire Council is committed to identifying and sharing good practice in addressing rural housing challenges, such as ageing demographics, limited access to services, including geographical constraints such as limited arterial routes and routes that are liable to flooding, and the need for tailored housing solutions. Participation in initiatives like the Marches Forward Partnership facilitates collaboration with other rural and unitary authorities, enabling the council to learn from comparative good practice and apply innovative approaches to local and regional housing needs.

Associated ESHIAs

The Housing Strategy aligns with and builds upon Shropshire Council's wider strategic and policy framework, reflecting a continuous approach to engagement and review. This includes commonalities of policy intent with Strategic Equality Assessments (ESHIA) undertaken for other housing-related policies such as the Housing Allocation Policy and Scheme, the Tenancy Strategy, and the Tenancy Policy, Preventing Homelessness and Rough Sleeping Strategy and the Independent Living and Specialist Accommodation Strategy. Additionally, it aligns with ESHIAs carried out for broader strategic documents, including the Local Plan, Partial Review, and the Shropshire Plan.

The Local Plan emphasises the importance of providing suitable housing for all residents. The Housing Strategy builds on this policy objective by ensuring that housing provision across Shropshire meets a wide range of needs. This includes housing for older people, individuals with physical and/or sensory disabilities, and those with neurodiverse conditions, such as autism, ADHD, and other cognitive differences. It also addresses the needs of care leavers and other vulnerable groups. This alignment demonstrates how the Housing Strategy contributes to Shropshire Council's overarching priorities within the Shropshire Plan, such as promoting healthy, safe, and vibrant communities and enabling social inclusion.

Actions to mitigate likely negative impact, enhance positive impact, and review and monitor the overall impacts with regard to climate change impacts and with regard to economic and societal impacts

The Draft Housing Strategy 2025-2030 is expected to make a positive contribution to Shropshire's climate change objectives through the following actions:

Energy and Fuel Consumption

The strategy prioritises reducing energy use in housing by encouraging energy efficient construction and retrofitting existing homes to improve insulation and heating systems. These actions aim to lower overall fuel consumption across the county, contributing to a significant reduction in energy demand.

Renewable Energy Generation

The strategy supports integrating renewable energy technologies, such as solar panels and heat pumps, and other sustainable energy solutions, into new and existing housing developments where feasible. This aligns with efforts to enhance Shropshire's renewable energy capacity and reduce reliance on fossil fuels.

Carbon Offsetting or Mitigation

Through the promotion of sustainable housing design, the strategy aims to reduce greenhouse gas emissions, contributing to Shropshire's goal of achieving net-zero carbon emissions by 2030.

Climate Change Adaptation

Recognising the increasing impact of extreme weather events, the strategy emphasises the adoption of housing designs that incorporate resilience measures. This includes features such as flood resistant construction, sustainable drainage systems, and designs that adapt to the impacts of climate change.

To ensure the effectiveness of these measures, the Council will undertake regular reviews, including monitoring carbon emission reductions, fuel poverty statistics, and the uptake of energy efficient and renewable energy technologies. Consultation feedback will also inform adjustments to enhance these climate-focused actions.

Economic and Societal Impacts

The Housing Strategy seeks to enhance Shropshire's economic and societal outcomes by promoting inclusive and sustainable development, supporting vulnerable groups, and contributing to the broader aims of place shaping and economic growth.

Place Shaping and Economic Growth

The strategy aligns with local and national objectives, such as the Levelling Up Fund, by prioritising housing developments that enhance local infrastructure, create jobs, and stimulate economic growth. Sustainable housing developments are expected to attract investment, strengthen communities, and support local businesses, contributing to long-term economic resilience.

Mitigating Social Exclusion

A focus on affordable housing, supported living schemes, and accessible housing aims to reduce inequalities and improve quality of life for vulnerable groups, including young people leaving care, individuals experiencing long-term rough sleeping, and households facing fuel poverty. This includes people living in rural areas, for whom fuel poverty and access to fuel can be twin challenges.

Workforce Impacts

The strategy anticipates a positive impact on the local workforce by increasing demand for skilled labour in construction, renewable energy installation, and retrofitting. Where potential disruptions to services may arise, such as access to affordable housing or housing support, mitigation measures will be implemented to minimise workforce and community impacts.

Human Rights Considerations


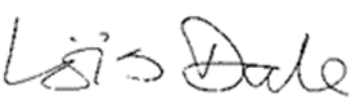

The strategy acknowledges potential human rights impacts, particularly in ensuring the right to adequate housing for all Shropshire residents. Actions to uphold these rights include ongoing monitoring of housing accessibility and affordability, alongside targeted outreach to marginalised communities.

Monitoring and Review

To ensure the Housing Strategy delivers on its objectives and minimises negative impacts, the following measures will be implemented:

- Regular impact assessments will be conducted to track progress toward climate, economic, and societal goals, with adjustments made in response to emerging challenges or consultation feedback.
- Partnerships with stakeholders, including housing associations, renewable energy providers, and community groups, will be leveraged to enhance the delivery of key outcomes.
- Annual reporting will include metrics on energy efficiency improvements, housing accessibility, and societal benefits such as reductions in fuel poverty and homelessness.
- Feedback mechanisms will be established to monitor the lived experiences of residents impacted by the strategy, ensuring it remains inclusive and effective.

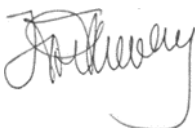
Scrutiny at Stage One screening stage

People involved	Signatures	Date
Lead officer for the proposed service change		29.01.2025
Officer carrying out the screening		
Any other internal service area support*		
Any external support** Mrs Lois Dale, Rurality and Equalities Specialist		29/01/2025
Phil Northfield Public Health Development Officer		30/01/2025

*This refers to other officers within the service area

****This refers to support external to the service but within the Council, e.g, the Performance and Research Specialist for Rurality and Equalities, Public Health colleagues, the Feedback and Insight Team, performance data specialists, Climate Change specialists, etc.**

Sign off at Stage One screening stage

Name	Signatures	Date
<i>Lead officer's name</i>		
<i>Service manager's name</i> Jane Trethewey		30/1/2025

****This may either be the Head of Service or the lead officer***

B. Detailed Screening Assessment

Aims of the service change and description
<p>Aims and Purpose of the Housing Strategy 2025–2030</p> <p>The Housing Strategy builds on the successes of Shropshire Council’s previous strategies and outlines how the council will manage and deliver its housing responsibilities over the next five years. It provides an overview of past achievements, current projects, and opportunities for future improvement and innovation. This strategy emphasises the importance of collaborative approaches to addressing Shropshire’s diverse housing needs and establishes a framework for delivering safe, sustainable, and affordable housing for all residents.</p> <p>Housing serves as a foundation for many council services. It plays a critical role in:</p> <ul style="list-style-type: none"> • Supporting Economic Growth: Ensuring that employers and employees have access to affordable and well-connected homes is vital for retaining a skilled workforce and encouraging business investment in the area. • Promoting Social and Health Outcomes: Stable and suitable housing helps improve health and wellbeing, supporting vulnerable individuals and reducing the long-term demand on health and social care services. • Meeting Environmental Goals: The strategy aligns with Shropshire Council’s ambition to become climate neutral by 2030, encouraging sustainable building practices, energy efficiency, and the reduction of carbon emissions within the housing sector.

The Housing Strategy is embedded within the wider framework of the [Shropshire Plan 2022-2025](#), which is structured into four interconnected components: the Strategic Plan, Associated Delivery Plans, the [Performance Management Framework](#) (PMF), and the Financial Strategy.

At the heart of the Shropshire Plan is a shared vision. “*Shropshire: Living the Best Life*”. This vision encompasses priorities such as:

- **Healthy people:** Promoting health and wellbeing
- **Healthy economy:** Driving sustainable growth and creating opportunities for communities and businesses to thrive
- **Healthy environment: Preserving** Shropshire’s distinctive natural landscapes, while enhancing its towns, villages, and infrastructure for future generations.
- **Healthy organisation:** Ensuring the Council delivers effectively and efficiently, and in line with residents needs.

The Housing Strategy contributes directly to the **Healthy Economy** priority, specifically the objective to provide an appropriate mix of housing in the right areas. This includes:

- Supporting people with disabilities
- Attracting and retaining key workers by reducing travel to work distances
- Encouraging communities to undertake housing needs surveys
- Developing evidence-based plans to support housing schemes.

The strategy promotes well-designed, high-quality housing across all tenures and focuses on making the best use of existing assets. Key actions include:

- Leveraging council tax premiums on long-term empty properties to encourage owners to bring them back into use.
- Ensuring effective use of social housing stock.
- Supporting the creation of more suitable and affordable homes for local people and key workers.

To achieve this, the Council recognises the need for more suitable and affordable homes for local people and key workers. To address this, the council’s housing management organisation, STAR Housing employs skilled housing professionals to ensure suitable, affordable homes are provided, properly managed to ensure sustainment of tenancies, maintenance of properties and compliance with the legislative frameworks in place to improve living conditions and safety for our tenants.

Why a New Housing Strategy?

Shropshire faces a range of emerging housing challenges, including:

- **Affordability:** Many young people and families are leaving the county in search of more affordable housing, which impacts community sustainability and economic growth, as well as being a contributing factor on future demographic changes, and subsequent housing and care needs (and associated costs).
- **Diverse Housing Needs:** Tailored solutions are required to meet the needs of different age groups, vulnerable individuals, and specific communities, including older people, young care leavers, veterans, and Gypsy and Traveller communities.
- **Rural Challenges:** The rural nature of Shropshire creates challenges around housing availability, road and internet connectivity, and access to services and employment opportunities requiring targeted and innovative approaches.

The Housing Strategy 2025–2030 has been developed to address these issues through a combination of strategic priorities and targeted interventions, including:

- Increasing the supply of affordable and adaptable homes.
- Addressing housing inequality and supporting vulnerable groups.
- Strengthening partnerships with key stakeholders, including employers, housing providers, and health services.
- Promoting sustainability in housing development and reducing energy poverty.

This strategy aligns with the council's corporate priorities set out in the Shropshire Plan and works in tandem with other key policies, including the Preventing Homelessness and Rough Sleeping Strategy and the Independent Living and Specialist Accommodation Strategy. It also supports national legislative requirements such as the Armed Forces Act 2021 and contributes to addressing the housing needs outlined in Shropshire's Local Plan.

Intended audiences and target groups for the service change

The Housing Strategy 2025–2030 is intended for all Shropshire residents, including the public, communities, and service users, as well as their representatives. It also involves local elected councillors in their community leadership roles and engages town and parish councils in shaping and delivering housing-related priorities. Key stakeholders include:

- The voluntary and community sector.
- Registered providers and housing associations.
- Developers and landowners.
- Owners of empty homes.
- Partner organisations, including the Shropshire and Telford and Wrekin Integrated Care Board.
- Government departments with housing-related responsibilities.
- Employers and key industry representatives (e.g., supporting key worker housing).

The Housing Strategy also supports collaboration with strategic partnerships such as the West Midlands Combined Authority, the Rural Services Network, and the County Councils Network. These partnerships are crucial for addressing common challenges, such as rural housing needs, an ageing population, and access to affordable homes.

Evidence used for screening of the service change

The Housing Strategy has been shaped by a wide range of evidence and data sources, providing a robust foundation for the proposed policies and priorities. This evidence enables Shropshire Council to align its strategy with key local and national objectives, justify funding and planning decisions, and ensure ongoing monitoring and evaluation of outcomes. The following sources were instrumental in informing the Housing Strategy:

1. National Strategies and Data

- **Homes England Strategic Plan 2023-2028:** Focused on regeneration, high-quality housing delivery, and thriving communities. Shropshire Council collaborates with Homes England to align action plans with these goals.
- **Office for National Statistics (ONS):** Data on employment, demographics, and key workers in Shropshire.
- **Government Resources (gov.uk):** Includes emerging legislation such as the Renters Reform Bill to inform the Council's approach to tenant rights and housing standards.

2. Local Strategies and Policies

- **Shropshire Local Plan and Core Strategy:** Establishes Shropshire's strategic planning framework and guides the spatial distribution of development.
- **Site Allocations and Management of Development (SAMDev) Plan:** Provides detailed policies for managing development.
- **[Place Plans](#):** Key documents identifying and adapting to local infrastructure needs across Shropshire's communities.
- **Neighbourhood Plans:** Reflects community priorities and housing needs at the local level.
- **Economic Growth Strategy 2022-2027:** Informs how housing supports workforce retention, economic sustainability, and local industry needs.
- **[Joint Strategic Needs Assessment \(JSNA\)](#)**

3. Housing-Specific Evidence

- **Housing Needs Survey 2022:** Provides insight into current and projected housing requirements.
- **Shropshire HomePoint Data:** Tracks social housing demand, including adaptations for vulnerable residents.

- **Shropshire Council Allocation Policy and Scheme:** Sets out criteria and processes for social housing allocation.
- **Gypsy and Traveller Accommodation Assessments (GTAA):** Identifies the needs of the Gypsy, Traveller, and Travelling Showpeople communities.
- **Census 2021:** Offers detailed data on housing types, tenure, and population trends.

4. Social and Health-Related Evidence

- **Shropshire Health and Wellbeing Strategy 2022-2027:** Highlights the links between housing, health, and wellbeing.
- **Shropshire Safe Accommodation Strategy 2022:** Informs housing provision for domestic abuse survivors.
- **Care Leavers Protocol and Local Offer:** Guides housing provision for care leavers, ensuring they are supported through tailored solutions.

5. Sustainability and Affordability

- **Sustainable Affordable Warmth Strategy 2023-2030:** Focuses on energy efficiency, reducing fuel poverty, and addressing climate goals.
- **Housing Market Profiles:** Includes house prices, rental values, and affordability data from mid-estimates (2022) and rural housing reports.

6. Partnership Reports and External Insights

- **Reports from Rural England:** Address housing challenges unique to rural areas, such as access to facilities and services. Links to Council participation in the Rural Services Network (RSN)
- Related RSN policy documentation and data regarding rural housing challenges.
- **Joint Working:** Collaborative efforts with the Shropshire and Telford & Wrekin Integrated Care Board to align health, housing, and care priorities.
- **Local Insight England Summary Reports (OCSI)** providing instant access to the information you need for the neighbourhoods you care about. Find out more at: [Local Insight - The data you need for the areas you care about](#)
- Overall Index of Multiple Deprivation (2019) Shropshire

Specific consultation and engagement with intended audiences and target groups for the service change

Shropshire Council is committed to engaging with a broad range of stakeholders to ensure the Housing Strategy 2025-2030 reflects the needs and priorities of all communities across the county.

To achieve this, the intention is to undertake an eight-week public and stakeholder consultation, subject to Cabinet approval. This would provide opportunities for feedback from residents, town and parish councils, housing associations, partner organisations, and other key groups.

Planned Engagement Methods

- **Online Consultation Survey:** The primary method of consultation will be an online survey accessible on the Council's website throughout the eight-week period. This survey will allow individuals and organisations to share their views on the proposed Housing Strategy.
- **Targeted Engagement:** Direct outreach will be undertaken with town and parish councils, registered providers, housing associations, and other key stakeholders to ensure their input is captured.
- **Cross-Departmental Dissemination:** Information about the consultation will be disseminated not only through housing services teams but also cross-departmentally across Shropshire Council. This includes teams and partners the Council works with during regular meetings, encouraging them to cascade information to their networks and stakeholders.

If it becomes evident that specific groups are underrepresented in the consultation feedback, Shropshire Council will consider extending the consultation period and conducting additional targeted outreach. This approach sets out to promote inclusivity and encourage all relevant voices to be heard.

The Council will promote the consultation widely, using online channels, direct communication with partners, and council meetings to raise awareness. This includes:

- Disseminating the survey across multiple council departments and partner teams during regular meetings
- Encouraging partner organisations and stakeholders to share details with their networks.
- Using Shropshire Council's communication platforms to reach the wider public and community groups.

Feedback gathered during the consultation will directly inform the next stage of development for the Housing Strategy, helping to create a robust, inclusive, and evidence-based framework for housing in Shropshire.

Initial equality impact assessment by grouping (Initial health impact assessment is included below this table)

Please rate the impact that you perceive the service change is likely to have on a group, through stating this in the relevant column.

Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.

Protected Characteristic groupings and other groupings locally identified in Shropshire	High negative impact <i>Stage Two ESHIA required</i>	High positive impact <i>Stage One ESHIA required</i>	Medium positive or negative impact <i>Stage One ESHIA required</i>	Low positive, negative, or neutral impact (please specify) <i>Stage One ESHIA required</i>
<u>Age</u> (please include children, young people, young people leaving care, people of working age, older people. Some people may belong to more than one group e.g., a child or young person for whom there are safeguarding concerns e.g., an older person with a disability)			✓ Low to medium positive	
<u>Disability</u> (please include cancer; HIV/AIDS; learning disabilities; mental health conditions and syndromes; multiple sclerosis; neurodiverse conditions such as autism; hidden disabilities such as Crohn's disease; physical and/or sensory disabilities or impairments)			✓ Low to medium positive	
<u>Gender re-assignment</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓ Low positive
<u>Marriage and Civil Partnership</u> (please include associated aspects: caring responsibility, potential for bullying and harassment)				✓ Low positive
<u>Pregnancy and Maternity</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓ Low positive
<u>Race</u> (please include ethnicity, nationality, culture, language, Gypsy, Roma, Traveller)			✓ Low to medium positive	

<u>Religion or Belief</u> (please include Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Nonconformists; Rastafarianism; Shinto, Sikhism, Taoism, Veganism, Zoroastrianism, and any others)			✓ Low to medium positive	
<u>Sex</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				✓ Low positive
<u>Sexual Orientation</u> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				✓ Low positive
<u>Other: Social Inclusion</u> (please include families and friends with caring responsibilities; households in poverty or on low incomes; people for whom there are safeguarding concerns; people you consider to be vulnerable; people with health inequalities; refugees and asylum seekers; rural communities)			✓ Low to medium positive	
<u>Other: Veterans and serving members of the armed forces and their families</u>			✓ Low to medium positive	
<u>Other: Young people leaving care</u>			✓ Low to medium positive	

Initial health and wellbeing impact assessment by category

Please rate the impact that you perceive the service change is likely to have with regard to health and wellbeing, through stating this in the relevant column.

Please state if it is anticipated to be neutral (no impact) and add any extra notes that you think might be helpful for readers.

Health and wellbeing: individuals and communities in Shropshire	High negative impact <i>Part Two HIA required</i>	High positive impact	Medium positive or negative impact	Low positive negative or neutral impact (please specify)
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<p>Will the proposal have a <i>direct impact</i> on an individual's health, mental health and wellbeing?</p> <p>For example, would it cause ill health, affecting social inclusion, independence and participation?</p> <p>.</p>			<p>Low to medium positive, notably in regard to mental and physical well being</p>	
<p>Will the proposal <i>indirectly impact</i> an individual's ability to improve their own health and wellbeing?</p> <p>For example, will it affect their ability to be physically active, choose healthy food, reduce drinking and smoking?</p> <p>.</p>			<p>Low to medium positive</p>	
<p>Will the policy have a <i>direct impact</i> on the community - social, economic and environmental living conditions that would impact health?</p> <p>For example, would it affect housing, transport, child development, education, employment opportunities, availability of green space or climate change mitigation?</p> <p>.</p>			<p>Low to medium positive, notably in regard to mental and physical well being.</p>	
<p>Will there be a likely change in <i>demand</i> for or access to health and social care services?</p> <p>For example: Primary Care, Hospital Care, Community Services, Mental Health, Local Authority services including Social Services?</p> <p>.</p>			<p>Increased demand for primary care to be factored into housing provision. Reduced demand likely for hospital care.</p>	

Guidance Notes

1. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. By way of illustration, some local authorities focus more overtly upon human rights; some include safeguarding.

It is about what is considered to be needed in a local authority's area, in line with local factors such as demography and strategic objectives as well as with the national legislative imperatives.

Carrying out these impact assessments helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes.

These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

These screening assessments for any proposed service change go to Cabinet as part of the committee report, or occasionally direct to Full Council, unless they are ones to do with Licensing, in which case they go to Strategic Licensing Committee.

Service areas would ordinarily carry out a screening assessment, or Stage One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

These screening assessments are recommended to be undertaken at timely points in the development and implementation of the proposed service change.

For example, a Stage One ESHIA would be a recommended course of action before a consultation. This would draw upon the evidence available at that time, and identify the target audiences, and assess at that initial stage what the likely impact of the service change could be across the national Protected Characteristic groupings and our additional local categories. This ESHIA would set out intended actions to engage with the groupings, particularly those who are historically less likely to engage in public consultation eg young people, as otherwise we would not know their specific needs.

A second Stage One ESHIA would then be carried out after the consultation, to say what the feedback was, to set out changes proposed as a result of the feedback, and to say where responses were low and what the plans are to engage with groupings who did not really respond. This ESHIA would also draw more upon actions to review impacts in order to mitigate the negative and accentuate the positive.

Meeting our Public Sector Equality Duty through carrying out these ESHIAs is very much about using them as an opportunity to demonstrate ongoing engagement across groupings and to thus visibly show we are taking what is called 'due regard' of the needs of people in Protected Characteristic groupings.

If the screening indicates that there are likely to be high negative impacts for groupings within the community, the service area would need to take advice on whether or not to carry out a full report, or Stage Two assessment. This is resource intensive but will enable more evidence to be collected that will help the service area to reach an informed opinion.

In practice, Stage Two or Full Screening Assessments have only been recommended twice since 2014, as the ongoing mitigation of negative equality impacts should serve to keep them below the threshold for triggering a Full Screening Assessment. The expectation is that Full Screening Assessments in regard to Health Impacts may occasionally need to be undertaken, but this would be very much the exception rather than the rule.

2. Council Wide and Service Area Policy and Practice on Equality, Social Inclusion and Health

This involves taking an equality and social inclusion approach in planning changes to services, policies, or procedures, including those that may be required by Government. The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible equality impacts on communities and to show openness and transparency in your decision-making processes.

This is where Equality, Social Inclusion and Health Impact Assessments (ESHIA) come in. Where you carry out an ESHIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet or to Strategic Licensing Committee.
- What target groups and audiences you have worked with to date.
- What actions you will take in order to mitigate any likely negative impact upon a group or groupings, and enhance any likely positive effects for a group or groupings; and
- What actions you are planning to monitor and review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand-alone for a member of the public to read. The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions, or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

There are nine Protected Characteristic groupings defined in the Equality Act 2010. The full list of groupings is: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; and Sexual Orientation.

There is also intersectionality between these. Eg a young person with a disability would be in the groupings of Age and Disability, and if they described themselves as

having a faith they would then also be in the grouping of Religion or Belief. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging, or delivering services.

For the individuals and groupings who may be affected, ask yourself what impact do you think is likely and what actions will you currently anticipate taking, to mitigate or enhance likely impact of the service change? If you are reducing a service, for example, there may be further use you could make of awareness raising through social media and other channels to reach more people who may be affected.

Social inclusion is then a wider additional local category we use in Shropshire, in order to help us to go beyond the equality legislation in also considering impacts for individuals and households with regard to the circumstances in which they may find themselves across their life stages. This could be households on low incomes, or households facing challenges in accessing services, such as households in rural areas, and veterans and serving members of the armed forces and their families, or people that we might consider to be vulnerable, such as young people leaving care or refugee families.

Please note that the armed forces are now a grouping to whom we are required to give due regard under recent Armed Forces legislation, although in practice we have been doing so for a number of years now.

We are now also identifying care leavers as a distinct separate local grouping due to their circumstances as vulnerable individuals.

When you are not carrying out an ESHIA, you still need to demonstrate and record that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESHIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council.

Carry out an ESHIA:

- If you are building or reconfiguring a building.
- If you are planning to reduce or remove or reconfigure a service.
- If you are consulting on a policy or a strategy.
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

Carry out and record your equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them.
- If you are setting out the standards of behaviour that we expect from people who work with vulnerable groupings, such as taxi drivers that we license.
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself.
- If you are looking at services provided by others that help the community, where we need to demonstrate a community leadership approach

3. Council wide and service area policy and practice on health and wellbeing

This is a relatively new area to record within our overall assessments of impacts, for which we are asking service area leads to consider health and wellbeing impacts, and to look at these in the context of direct and indirect impacts for individuals and for communities.

A better understanding across the Council of these impacts will also better enable the Public Health colleagues to prioritise activities to reduce health inequalities in ways that are evidence based and that link effectively with equality impact considerations and climate change mitigation.

Health in All Policies – Health Impact Assessment

Health in All Policies is an upstream approach for health and wellbeing promotion and prevention, and to reduce health inequalities. The Health Impact Assessment (HIA) is the supporting mechanism

- Health Impact Assessment (HIA) is the technical name for a process that considers the wider effects of local policies, strategies and initiatives and how they, in turn, may affect people's health and wellbeing.
- Health Impact Assessment is a means of assessing both the positive and negative health impacts of a policy. It is also a means of developing good evidence-based policy and strategy using a structured process to review the impact.
- A Health Impact Assessment seeks to determine how to maximise health benefits and reduce health inequalities. It identifies any unintended health consequences. These consequences may support policy and strategy or may lead to suggestions for improvements.
- An agreed framework will set out a clear pathway through which a policy or strategy can be assessed and impacts with outcomes identified. It also sets out the support mechanisms for maximising health benefits.

The embedding of a Health in All Policies approach will support Shropshire Council through evidence-based practice and a whole systems approach, in achieving our corporate and partnership strategic priorities. This will assist the Council and partners in promoting, enabling and sustaining the health and wellbeing of individuals and communities whilst reducing health inequalities.

Individuals

Will the proposal have a *direct impact* on health, mental health and wellbeing?

For example, would it cause ill health, affecting social inclusion, independence and participation?

Will the proposal directly affect an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to be physically active e.g., being able to use a cycle route; to access food more easily; to change lifestyle in ways that are of positive impact for their health.

An example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g., green highways), and changes to public transport that could encourage people away from car usage. and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve lives.

Will the proposal *indirectly impact* an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to access local facilities e.g., to access food more easily, or to access a means of mobility to local services and amenities? (e.g. change to bus route)

Similarly to the above, an example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g. pedestrianisation of town centres), and changes to public transport that could encourage people away from car usage, and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve their health and well being.

Communities

Will the proposal directly or indirectly affect the physical health, mental health, and wellbeing of the wider community?

A *direct impact* could include either the causing of ill health, affecting social inclusion, independence and participation, or the promotion of better health.

An example of this could be that safer walking and cycling routes could help the wider community, as more people across groupings may be encouraged to walk more, and as there will be reductions in emission leading to better air quality.

An *indirect impact* could mean that a service change could indirectly affect living and working conditions and therefore the health and well being of the wider community.

An example of this could be: an increase in the availability of warm homes would improve the quality of the housing offer in Shropshire and reduce the costs for households of having a warm home in Shropshire. Often a health promoting approach also supports our agenda to reduce the level of Carbon Dioxide emissions and to reduce the impact of climate change.

Please record whether at this stage you consider the proposed service change to have a direct or an indirect impact upon communities.

Demand

Will there be a change in demand for or access to health, local authority and social care services?

For example: Primary Care, Hospital Care, Community Services, Mental Health and Social Services?

An example of this could be: a new housing development in an area would affect demand for primary care and local authority facilities and services in that location and surrounding areas. If the housing development does not factor in consideration of availability of green space and safety within the public realm, further down the line there could be an increased demand upon health and social care services as a result of the lack of opportunities for physical recreation, and reluctance of some groupings to venture outside if they do not perceive it to be safe.

For further advice: please contact

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