

Equality Impact Assessment (EqIA)

1. Who is completing the EqIA and why is it being done?

Title of service / proposal / project / strategy / procurement you are assessing	Workplace Health Initiative to appoint and train Workplace Health Champions in order to decrease Mental Health and MSK issues in the workplace.
Names of those involved in completing the EqIA	Zac Mather
Head of Service or Business Manager	Piers Simey
Team/Department	Public Health
Lead officer contact details	Zachary.mather@hertfordshire.gov.uk / 28073
	<p>This Equality Impact Assessment (EqIA) has been carried out to address the obligations under the Equalities Act 2010. The EqIA focuses on the impact of the Workplace Health Initiative project across HCC the actions identified by this EqIA will be considered as part of the project. This project is being undertaken as Stress / Depression / anxiety / Mental Health and Musculo-Skeletal (MSK) accounted for 21,888 days leave for County Council employees between July 2016 and August 2017. This was at a cost of £77 per day and a total cost of £1,639,176 to the County Council. The Workplace Health Initiative provides an opportunity for the County Council to both reduce these numbers and ensure that it is a better, healthier place to work.</p> <p>Nationally, employers pay £9 billion a year in sick pay and associated costs, plus the indirect costs including managing the business with reduced staffing levels, resulting in a significant burden being placed on the health and social care economies. However, a business culture of support and flexibility, healthy adaptations to the workplace, and on-site wellbeing activities all encourage a workforce to take positive steps towards improving their health. Evidence shows that health improvement initiatives within the workplace have positive impacts on employee health resulting in reduced absenteeism and increased productivity which, in longer term, will reduce the burden on health and social care economies.</p> <p>By introducing Workplace Health Champions and the related training and support program to the County Council and help reduce ill health days in other businesses across the county. If this is successful the approach can be further rolled out.</p> <p>Aims</p> <ul style="list-style-type: none"> - To improve the overall health of County Council employees and produce a training package which can be marketed to other business' within Hertfordshire. - Improve opportunities for the workforce to gain knowledge of the Health initiative - Increase understanding from the line managers of the Workplace Health Champions

	<p>Service Outcomes</p> <ul style="list-style-type: none"> - Improve the working lives of County Council employees - Improve overall physical and mental health of County Council employees - Reduce time off with ill health - Long term roll out as a sellable package <p>Other Projects</p> <ul style="list-style-type: none"> - Business in The Community Health Initiative was considered as a successful project between 2013 – 2016 but is drew to a close due to lack of funding.
<p>Stakeholders Who will be affected? Which protected characteristics (see end-notes 11-20) is it most relevant to? Consider the public, service users, partners, staff, Members, etc</p>	<ul style="list-style-type: none"> - Public Health, Human Resource and Communications colleagues within the County Council - Line managers of both current and future Champion - Current Champions - HCC Communications - Public Health Specialist Trainers

2. List of data sources used for this EqIA (include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, EqIAs from other projects or other local authorities, etc.)

Title and brief description	Date	Gaps in data
<p>JSNAs on Smoking, Alcohol, Activity and Weight https://www.hertfordshire.gov.uk/microsites/jsna/jsna-documents.aspx?searchInput=&page=1&resultsPerPage=10&view=card - Although Hertfordshire consistently performs above the average for England in terms of health and wellbeing and life expectancy indicators, significant inequalities exist across the county. In terms of the health behaviours that the Workplace Health offer will address: Smoking – unemployed people have the highest smoking prevalence, followed by those in a routine or manual job roles. Those working in a job role classed as managerial or professional have the lowest smoking rates. This indicates that those with the lowest incomes are the most likely to smoke. Low income groups have been identified in the JSNA as a particular target for public health intervention Alcohol – data shows that young adults, black and ethnic minority ethnic groups and females in general are less likely to engage with alcohol</p>	<p>Jan 18</p>	

<p>treatment services in Hertfordshire than would be expected by prevalence figures.</p> <p>Activity and weight – older people are less likely to engage in physical activity with 50% of 35 – 54-year olds and 70% of over 55-year olds doing no physical activity at all. Levels of obesity in Hertfordshire are higher in areas with more deprivation.</p> <p>The figures above are based on figures for the population of Hertfordshire. However, the themes are prevalent within County Council employees and does need to be taken into account.</p>		
<p>With rising retirement age, an increasing proportion of our workforce will have long term health conditions whilst at work. Healthy workplace programmes can target these issues, embedding effective prevention approaches into the day to day life of our organisation. These programmes benefit both employers and employees by not only increasing the reputation of the organisation but also with a potential return of investment of between £2 & £10 per £1 spent (https://www.kingsfund.org.uk/projects/improving-publics-health/helping-people-find-good-jobs-and-stay-work).</p>	2013	
<p>Workplace interventions which promote mental wellbeing can also reduce costs by £495 - £5,160 per affected employee per year (https://www.nice.org.uk/guidance/ph22/documents/promoting-mental-wellbeing-at-work-synopsis-of-the-evidence2). Supporting employees with mental health conditions in the workplace can also have added value in the day to day running of the organisation and the direct learning experience.</p>	2013	

3. Analysis and assessment: review of information, impact analysis and mitigating actions

Protected characteristic group	What do you know?	What does this mean?	What can you do?
Age	<p>This service will eventually be available for all County Council employees over 40 as per the NHS Health Checks. The project will initially target those aged 60 and over.</p> <p>To be eligible for this in-house Health Check you need to be 60+ and not had a GP health check in the last 2 years.</p> <p>There will be a phased roll out of these</p>	<p>Those employees aged 60 and over are the most at risk to poorer health so targeting these individuals first will have long term positive impacts. People under 60 may feel let down that the service does not cater for them</p>	<p>As these checks are also available at local GPs it would be recommended to these individuals to visit there. Also roll out the project to County Council employees under 60 over next 2 years.</p>

Protected characteristic group	What do you know?	What does this mean?	What can you do?
	health checks to all employees over 40 over the next 2 years as it was deemed that the employees 60+ were most at risk.		
Disability	<p>More and more people with disabilities are entering working environments https://www.gov.uk/government/news/400-more-disabled-people-in-work-every-day This shows that there needs to be a service to help these individuals as there are increased risks of mental health issues.</p>	<p>People with disabilities are at higher risk of mental health issues such as depression. They can also feel ostracised and isolated due to deafness, blindness, wheelchair usage or any other disability.</p> <p>This may impact the individuals in a number of different ways. For example, they may feel excluded from having the chance to become a Workplace Health Champion as they may feel that they are unable to help and communicate others. Alternatively, they may feel they cannot ask for additional help from the Champions either due to accessibility or communication issues.</p>	<p>The opportunity to become a Champion will be open to all. If necessary, the training will be carried out with the aid of an interpreter for deaf individuals and the training documents will be sent around for them to read at their leisure. Audio loops will also be made available.</p> <p>For any visually impaired people wanting to complete the course any related documents will be made available in large print or braille as necessary.</p> <p>Meetings will take place in rooms with disabled access with comfort breaks scheduled when necessary.</p> <p>Information will be circulated in various ways to ensure it is accessible to everyone.</p> <p>For people who need the help of a Champion, all the information and communication will be provided as necessary by the Champion themselves.</p>
Gender reassignment	Increased risk of mental health issues	Not recorded so therefore level of need is not clearly understood	<p>Provide a stigma free environment for these individuals to discuss anything they require</p> <p>These individuals will be able to become Champions and undertake Make Every Contact Count and Mental Health Training and they will not be excluded from accessing Champions either.</p>

Protected characteristic group	What do you know?	What does this mean?	What can you do?
Pregnancy and maternity	Could have difficulty attending training sessions due to appointments / leave	This could lead to people not being able to complete the training sessions to become Champions	<p>The service can provide sessions that can be livestreamed to allow people to attend remotely</p> <p>The service can also provide regular induction sessions and training to provide the best chance for people to attend.</p>
Race	<p>Black, Asian & Minority Ethnic (BAME) households are more likely to have a lower income. This will mean they are at work at a much older age and be more at risk of common health conditions such as diabetes and high blood pressure. This would require them to have more access to the Health Checks.</p> <p>BAME people still have a stigma around mental health issues which could prevent them from talking to a Workplace Champion.</p>	<p>BAME employees may be in more need of Health Checks under the age of 60 which is the initial roll out age of the checks.</p> <p>The stigma around mental health may prevent them from opening up leading to further depression.</p>	<p>As the roll out plan is in place to ensure the Health Checks are being completed in a correct and timely fashion if any individuals under the age of 60 request one they are directed to their GP for an appointment as they are available from 40 years of age. The Health Checks will be rolled out to younger employees over a 2 year period.</p> <p>Workplace Champions are trained in how to approach individuals in a stigma free, non-judgmental way. This may help to eliminate the stigma around talking about mental health.</p>
Religion or belief	People from certain religions may not feel comfortable discussing mental health with anyone or feel comfortable having a health check done by somebody who is not their own GP.	There may be employees who refuse to engage with the Workplace Champions even though it is in their best interests to do so.	<p>Workplace Champions are trained in how to approach individuals in a stigma free, non-judgmental way. This may help to eliminate the stigma around talking about mental health.</p> <p>If they feel a Health Check is necessary, the Champions will point in the direction of their local GP.</p>
Sex/Gender	<p>Males are far less likely to want to discuss their health and mental wellbeing or become Workplace Champions.</p> <p>As females are more likely to be time poor at work they may struggle attending the main sites and engaging with Workplace Champions.</p>	This could lead to most volunteers being female and the male population not wanting to discuss issues with them or have Health Checks completed	<p>In the training, really drive the importance of this role across all genders and how important it is to discuss mental health issues.</p> <p>Training sessions will be live streamed, so people can view in from a remote location.</p>

Protected characteristic group	What do you know?	What does this mean?	What can you do?
			The Trainers and Health Checks travel from site to site across the 3 main locations on a regular basis. This timetable is planned in advance and available for all to see.
Sexual orientation	There should be no impact on this characteristic	Officers will keep this under review	Officers will keep this under review
Marriage and civil partnership	There should be no impact on this characteristic	Officers will keep this under review	Officers will keep this under review
Carers	There should be no impact on this characteristic	Officers will keep this under review	Officers will keep this under review
Other relevant groups	N/A	Officers will keep this under review	Officers will keep this under review

Opportunity to advance equality of opportunity and/or foster good relations

Engaging with team members for MECC, discuss mental health issues or carry out a Health Check could encourage more people to come forward to discuss issues or volunteer for Champion training therefore increasing the reach of the project.

Conclusion of your analysis and assessment - select one of the outcomes below and summarise why you have selected i, ii, iii or iv; what you think the most important impacts are; and the key actions you will take.

OUTCOME AND NEXT STEPS	SUMMARY
<ul style="list-style-type: none"> i. No equality impacts identified - No major change required to proposal 	

<p>ii. Minimal equality impacts identified</p> <ul style="list-style-type: none"> - Adverse impacts have been identified, but have been objectively justified (provided you do not unlawfully discriminate) - Ensure decision makers consider the cumulative effect of how a number of decisions impact on equality - No major change required to proposal 	<p>Minimal impacts to some protected characteristics have been identified. However, the mitigations in place will objectively justify our position.</p> <p>There will be no major changes to the project proposal.</p>
<p>iii. Potential equality impacts identified</p> <ul style="list-style-type: none"> - Take 'mitigating action' to change the original policy/proposal, remove barriers or better advance equality - Set out clear actions in the action plan in section 4. 	
<p>iv. Major equality impacts identified</p> <ul style="list-style-type: none"> - The adverse effects are not justified, cannot be mitigated or show unlawful discrimination - You must stop and remove the policy [you should consult with Legal Services] - Ensure decision makers understand the equality impact 	

4. Prioritised Action Plan

Impact identified and group(s) affected	Action planned Include actions relating to: • mitigation measures • getting further research • getting further data/consultation	Expected outcome	Measure of success	Lead officer and timeframe
NB: These actions must now be transferred to service or business plans and monitored/reviewed to ensure they achieve the outcomes identified.				
Pregnancy and Maternity	Investigate Skype / Scopia availability for induction sessions and training sessions	No individuals who are pregnant / on Mat Leave will feel they are unable to attend the sessions		Zac Mather to investigate before 24 th December 2018

This EqIA has been signed off by:

Lead Equality Impact Assessment officer: _____ Date: _____

Head of Service or Business Manager: _____ Date: _____

Review date: _____