

Equality Analysis Report

Title of activity / Budget Proposal title and number Joint Strategic Needs Assessment	Committee meeting (decision maker) and date
Service area Public Health, Bedford Borough Team	Lead officer Barbara Wonford
Approved by Ian Brown 	Date of approval 23/06/2016
Description of activity: Bedford Borough Council and Bedfordshire Clinical Commissioning Group have a statutory responsibility to produce a Joint Strategic Needs Assessment (JSNA). The JSNA is a living document. It is published in its entirety at http://www.bedford.gov.uk/jsna - over 80 chapters, each dealing with a different topic. The chapters are updated annually, at different times throughout the year, depending on when new information becomes available. The JSNA was refreshed in January 2016, and will inform the Health and Wellbeing Board of the health and wellbeing needs of the population of Bedford Borough, and the priorities for the Bedford Borough Health and Wellbeing Strategy in Autumn 2016.	

Please refer to the Equality Analysis Template Notes for guidance on completing this form.

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	The data and intelligence within the JSNA is used to inform and develop the locally agreed strategic health and wellbeing priorities within the Health and Wellbeing Strategy.
Which particular protected equality groups are likely / will be affected?	The JSNA must be inclusive of the health and care needs of the whole local population, including children and young people, people in vulnerable circumstances and those with complex needs. All equality groups will be affected by the contents of the JSNA which is used to inform commissioning of health and social care services in Bedford Borough.

Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	Bedford Borough's JSNA includes a range of quantitative and qualitative evidence looking at specific groups (such as those likely to have poor health outcomes), the wider issues that affect health such as crime, community safety, education, skills, planning etc. and the wider social, environmental and economic factors that impact on health and wellbeing - such as access to green space, air quality, housing, community safety, employment
What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	Where appropriate the chapters in the JSNA include local views on what people (service users, carers or population groups) think of the services that are being provided (what works well, what doesn't) as well as key outcomes of any consultations, focus groups/workshops.
What does this evidence tell you about the different protected groups?	It is designed to identify and flag key pieces of information about the health and wellbeing needs of people who live in Bedford Borough and about local inequalities in health for specific population groups.
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	The qualitative and quantitative information in the JSNA is refreshed on an annual basis. Any key changes in evidence will be highlighted to inform decommissioning of services, or commissioning of new services.

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age		x	
Disability		x	
Gender reassignment		x	

Pregnancy and maternity		x	
Race		x	
Religion or belief		x	
Sex		x	
Sexual orientation		x	
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	<input type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	The JSNA forecasts the likely need for health and social care services for the older age group population which will increase substantially to 2021. This will have major implications for planning and delivery of health and social care services in Bedford Borough.
Disability	<input type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	The JSNA identifies key areas to provide support for people with disabilities to remain as independent as long as possible, and there is unlikely to be any significant adverse impact on this group as a result of the information in the JSNA.
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/> x	
Pregnancy and maternity	<input type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	What happens during the early years, starting in the womb, has lifelong effects on a range of health and wellbeing outcomes including obesity, heart disease, mental health, educational attainment and economic status. The JSNA provides information to help commissioners plan pregnancy and maternity services.
Race	<input type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	The JSNA provides information on the planning and commissioning health and

				social care services that must take into account the needs of different BME communities.
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> x	
Sex	<input checked="" type="checkbox"/> x	<input type="checkbox"/>	<input type="checkbox"/>	The JSNA identifies that it may be necessary to take account of gender when planning and commissioning services eg men are at higher risk of cardiovascular disease, and the uptake of flu vaccination amongst pregnant women is low.
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> x	
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/> x	
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	n/a
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	Assessment of health needs of the population during the commissioning cycle will meet the needs of protected equality groups.

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative	n/a			

impact				
Actions to increase positive impact	n/a			
Actions to develop equality evidence, information and data	n/a			
Actions to improve equality in procurement / commissioning	n/a			
Other relevant actions	n/a			

Recommendation

No major change required	<input checked="" type="checkbox"/>	
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The JSNA has no negative affect on equalities issues in Bedford Borough.

Monitoring and review

Monitoring and review	Review date
Ian Brown	May 2017