



Equality Impact Assessment (EqIA)

Template reviewed June 2023

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

Public bodies demonstrate this due regard in different ways, including producing robust equality impact assessments when considering changes to policies and services.

An EqIA enables us to check the potential impacts on residents and employees of our policies, services and projects. It's an opportunity to challenge how we currently do things.

Carrying out an EqIA should not create extra work; it should be part of your normal service planning process. Most of the information required should already be available to you through other work already undertaken e.g. service user monitoring, analysis of complaints and national research.

The purpose of an EqIA is to *take account* of equality as plans develop, to promote and assist the consideration of equalities issues arising in plans and proposals and to ensure that where possible adverse or disproportionate impacts are minimised and positive impacts are maximised. As such where possible an EqIA should be started at the outset of a project/proposal and continually be developed and reviewed until a final proposal is adopted. An EqIA should be used to ensure decision makers have all the information they need regarding potential impacts to ensure they have due regard to the Public Sector Equality Duty when making judgements.

Carrying out EqIAs should be an integral part of policy or service development/change and larger projects may need more than one EqIA if different areas are impacted by the change.

Any project that requires consultation will automatically require an EqIA.

All approved and signed EqIAs are recorded in a central register. Please email your completed draft EqIA to equalities@buckinghamshire.gov.uk. Previous EqIAs can be made available for information upon request. For any questions or if you require support in completing your EqIA please contact Maria Damigos and Natalie Donhou Morley directly.



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Part A (Initial assessment) - Section 1 - Background

Proposal/Brief Title: Healthy Ageing Strategy 2024-29

OneDrive link to report/policy:

Related policies:

Date: 14th Aug 2023

Type of strategy, policy, project or service: Healthy Ageing Strategy

Please tick one of the following:

- Existing
- New or proposed
- Changing, update or revision
- Other (please explain)

This assessment was created by:

Name: Lucie Smith

Job Title: Public Health Principal

Email address: lucie.smith@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

The aim of the strategy is to become an 'age friendly community', based on the World Health Organization's (WHO's) evidence-based [framework](#) of the interconnected domains that support older people to live healthy, active and independent lives. The 8 domains of the framework are:

1. Outdoor spaces and buildings
2. Transport
3. Housing
4. Participating in society
5. Volunteering and employment
6. Communication and information
7. Community support for health and wellbeing
8. Respect and social inclusion



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The purpose of this strategy is to create a shared vision for how Buckinghamshire can be a better place for older residents to live healthy and active later lives.

What outcomes do we want to achieve?

The actions delivered by this strategy will be created with our residents for our residents, and the involvement of older people will be central to the delivery of this strategy's aims and objectives.

The overarching measures for this strategy and its action plan are:

- People over the age of 65 spend more years of life in good health
- More people over the age of 65 in work (increasing towards pre-pandemic levels)
- Fewer adults feeling lonely often or some of the time

Does this proposal plan to withdraw a service, activity or presence? No

Please explain your answer:

This strategy is a high-level document, outlining our commitment to become more age friendly in line with the WHO's Framework. It will encourage organisations to consider how they can best facilitate healthy ageing for residents in our communities. There are no plans in this strategy to withdraw services, activity or presence.

Does this proposal plan to reduce a service, activity or presence? No

Please explain your answer:

This strategy is a high-level document, outlining our commitment to become more age friendly in line with the WHO's Framework. It will encourage organisations to consider how they can best facilitate healthy ageing for residents in our communities. There are no plans in this strategy to reduce services, activity or presence.

Does this proposal plan to introduce, review or change a policy, strategy or procedure? Yes

Please explain your answer:

This is the introduction of a new Healthy Ageing Strategy. Over the life of the strategy actions will be developed to facilitate healthy ageing. These actions will include the review of policies and procedures to stimulate change where needed across the 8 domains of the WHO Framework.



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Does this proposal affect service users and/or customers, or the wider community? Yes

Please explain your answer:

The purpose of the strategy is to support residents to age well and have a positive impact on their health and wellbeing.

Does this proposal affect employees? Yes

Please explain your answer:

Some employees are residents of Buckinghamshire therefore the actions outlined in the strategy will have a positive outcome on their health and wellbeing. Because of the wide range of factors involved in supporting people to age well, employees in teams across the Council may become involved in actions developed through the strategy.

Will employees require training to deliver this proposal? No

Please explain your answer:

There is no universal training required to deliver this overarching strategy. However, some of the accompanying actions may require training to support their delivery, such as to follow national guidance on producing age friendly communications.

Has any engagement /consultation been carried out, or is planned in the future? Yes

Please explain your answer:

The strategy has been informed by a range of partners, including Age UK Bucks, Citizen Advice Bucks, Heart of Bucks, and the Bucks Older People Action Group. This has been through discussions at meetings and opportunities to complete a survey.

Engagement is also occurring directly with elected members and residents. The first cycle took place in June – July 2023 using electronic, paper and verbal engagement channels to collect answers to four insight questions, alongside collection of demographic data. 228 responses were received, and the results have been analysed by being themed into the 8 domains to inform the choosing of the initial strategy priorities. Further analysis of these results will help to shape the more detailed actions that the strategy oversees. Additional cycles of engagement will take place throughout the duration of the Strategy.



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Section 2 - Impacts

Please highlight potential impacts (including unintended impacts or consequences) for each protected characteristic*. Where there are negative or positive impacts please give more details of the impact. Where the impacts are unclear please explain why.

Age*

Positive

Negative

Unclear

None

Details:

In the next 20 years, those aged over 65 will increase from being 1 in 5 of our population (2022) to 1 in 4 of our population (2042).

The purpose of the strategy is to support residents to age well and have a positive impact on their health and wellbeing by using a whole system approach. It focusses on people who are 40 years of age or older – this includes important years where building healthy behaviours and actions can help residents to enter their older years with greater mental and physical resilience and achieve better health outcome. Yet some of the actions we take to become more age friendly will also benefit younger people – such as improved physical accessibility supporting people of all ages with disabilities or new parents using prams and buggies.

Disability*

Positive

Negative

Unclear

None

Details:

Disability-free life expectancy – the number of years on average people can expect to live without a disabling health condition is approx. 67 years for men and 65 years for women in Buckinghamshire, compared to an average life expectancy of 81 (men) and 85 (women).

Actions that support residents to remain independent and active are likely to have a positive impact on people with disabilities, for example by ensuring homes follow age friendly principles it means that they are wheelchair accessible.

Pregnancy & maternity*

Positive (slight)

Negative

Unclear

None

Details:

Although not a key focus of the strategy, by improving physical accessibility for people of all ages with disabilities, it is likely to improve accessibility for new parents using prams and buggies. Otherwise, the strategy is likely to have a neutral impact on this protected characteristic.



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Race & Ethnicity*

Positive	Negative	Unclear	None
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Details:

The strategy is likely to have a positive impact on race and ethnicity as we seek to understand and address the challenges to ageing well for people from different cultures and backgrounds. This includes working with and alongside the Opportunity Bucks programme to enhance the offer in our more deprived areas where we know life expectancy and healthy life expectancy are lower – these areas tend to have a greater proportion of residents from ethnic minority backgrounds.

Marriage & Civil Partnership*

Positive	Negative	Unclear	None
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Details:

The strategy is likely to have a neutral impact on this protected characteristic.

Religion & Belief*

Positive	Negative	Unclear	None
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Details:

The strategy is likely to have a neutral impact on this protected characteristic.

Sex*

Positive	Negative	Unclear	None
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Details:

The strategy is likely to have a neutral impact on this protected characteristic.

Sexual Orientation*

Positive	Negative	Unclear	None
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Details:

The strategy is likely to have a neutral impact on this protected characteristic.

Gender Reassignment*

Positive	Negative	Unclear	None
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The strategy is likely to have a neutral impact on this protected characteristic.

Do you anticipate any impacts on military families/veterans in relation to the Armed Forces Act 2021 requirements on local authorities to have due regard to [the Armed forces Covenant](#)? No



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Please explain your answer:

The strategy is likely to have a neutral impact on these groups.

Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? Yes – positive impacts as outlined below

Carers - Positive

Details: The elements which support an age friendly approach include access to the right information at the right time, as well as community support for health and wellbeing. It is therefore likely the activities developed as part of this strategy will also support older carers (e.g. dementia friendly activities).

Rural isolation - Positive

Details: We will investigate the differences between living in rural and urban environments when analysing our insight responses and planning our actions. Rural isolation is already emerging as an issue in our initial insight gathering, which we will seek to positively address through our participating in society domain work.

Poverty (social & economic deprivation) - Positive

Details: Data shows that those living in more deprived areas are likely to have lower life expectancy and more years spent in ill health. For women life expectancy ranges from 80.1 in Aylesbury North West ward to 89.5 in Bernwood ward which covers Haddenham, Long Crendon and surrounding villages. For men life expectancy ranges from 77.3 in the Wycombe ward of Booker, Cressex and Castlefield ward to 84.4 in Gerrards Cross. We will therefore work with and alongside the Opportunity Bucks programme to enhance the offer in our more deprived areas.

Section 3 – Is a full assessment required?

If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.

Following completion of part A, is part B completion required?

- Not required at this time

Explain your answer:

No negative or unclear impacts have been identified.



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Throughout the duration of the strategy, we will continue to assess the equality impacts and ensure that targeted communications are effective, engaging the targeted groups and ensuring that fair access to activity has been provided.

Any specific actions or projects delivered from the strategy will be assessed using an EqIA during development.

Have you completed an DPIA for this project/change? No

(As you are completing an EqIA, you may also require a DPIA - for more information please contact dataprotection@buckinghamshire.gov.uk)

Section 4 – Sign off (Only complete when NOT completing Part B)

Officer completing this assessment: Lucie Smith Date: 21/08/2023

Equality advice sought from: Natalie Donhou Morley Date: 22/08/2023

Service Director sign off: Jane O’Grady Date: 31/08/2023

Next review Date: April 2025

If required please complete part B (full assessment)