

Equality Impact Assessment Form

Equality Impact Assessments (EIAs) help demonstrate how the Council fulfils its responsibilities under the [Public Sector Equality Duty \(PSED\)](#).

The Council is legally required by the Equality Act 2010 to evidence how it has considered its equality duties in its decision-making process.

The Council must have due regard to the need to -

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to -

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

A link to the full text of [s149 of the Equality Act 2010](#) which must be considered when making decisions.

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| 1 | What is being reviewed? | The Health and Wellbeing Strategy |
| 2 | Details about the decision: | <p>The Health and Wellbeing Strategy sets out how the Health and Wellbeing Board will work together to promote wellbeing, prevent ill health, and reduce health inequalities across Bournemouth, Christchurch and Poole.</p> <p>The strategy is based on evidence from the Joint Strategic Needs Assessment (JSNA) and shaped by feedback from consultation and engagement activities.</p> <p>The Strategy focuses on four Strategic Priorities for improving health and wellbeing across Bournemouth, Christchurch and Poole:</p> <ul style="list-style-type: none"> • Healthy Neighbourhoods and Communities • Starting Well • Mental Wellbeing • Living and Ageing Well <p>For each strategic priority there are a series of proposed actions and a small number of key indicators that will be used to measure progress and impact.</p> <p>The Strategy has been shaped by a public consultation. Responses showed overall support for the priorities, along with helpful feedback on where improvements are needed. This includes making the document clearer, easier to understand and ensuring it reflects the needs of all</p> |

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| | | communities, including those who experience poorer health or face barriers to access. |
| 3 | Service Unit | Public Health and Communities |
| 4 | People & roles involved in the process | Paul Iggulden, Public Health Consultant Sarah Webb, Public Health Consultant Vicky Edmonds, Service Unit Equality Champion |
| 5 | Relevant meeting date(s) | 21 May 2026 |
| 6 | Who are your key stakeholders? | <p>Key stakeholders include residents, service users, carers, voluntary and community organisations, and statutory partners.</p> <p>Consultation Feedback: 120 responses were received from a range of people and health-based organisations, including:</p> <ul style="list-style-type: none"> • People with long term health conditions or disabilities • Older residents • Parents and carers • People with mental health needs • Voluntary and community organisations • Health and care professionals <p>Overall, responses showed:</p> <ul style="list-style-type: none"> • General support for improving mental wellbeing and reducing inequalities • Strong support for early help for children and young people, including SEND support • Recognition of the value of community based and voluntary sector support • Feedback that the Strategy should be clearer and easier to understand <p>Some barriers were also identified, including digital access, transport, cost of living and access to services. These may affect some groups more than others.</p> <p>The open consultation received views from a range of people, but the respondent profile is not fully representative of the local population. Older people, women, White British residents and people with disabilities are overrepresented, while younger people, men and some ethnic groups are underrepresented compared with Census data.</p> |
| 7 | <p>What are the different needs and experiences of these protected groups?</p> <p>age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sexual orientation, sex</p> <p>members of the armed forces community, socio-</p> | <p>Age: Older people may experience challenges related to mobility, access to (digital) services and transport, and may benefit from more age friendly environments. Younger people may require early intervention, mental health support and opportunities to improve life chances.</p> <p>Disability: People with physical or mental health conditions may experience barriers when accessing services, including waiting times, accessibility of buildings and transport, and navigating systems.</p> <p>Sex: Some individuals may experience issues related to safety and perceptions of safety within communities.</p> <p>Race and ethnicity: People from different ethnic backgrounds may experience inequalities or barriers in accessing services.</p> |

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| | <p>economic status, children in care and care-experienced young people, carers, local businesses, any human rights issues</p> | <p>Sexual orientation: LGBTQ+ residents may have specific needs, particularly in relation to inclusion and mental health support.</p> <p>Pregnancy and maternity: People who are pregnant or new parents may require support for maternal health, breastfeeding and early years services.</p> <p>Carers: Carers may experience pressures related to their caring responsibilities and may require additional support and recognition.</p> <p>Socio economic status: People on lower incomes may be disproportionately affected by the cost of living, housing affordability, transport and access to services.</p> <p>Religion or belief, children in care, care experienced young people, armed forces: People in these groups may well experience health inequalities as a result of difficulties in accessing services and poorer experiences, leading to adverse health outcomes.</p> |
| 8 | <p>What are the positive equality impacts from your decision?</p> | <p>The Strategy is expected to have positive impacts by reducing health inequalities through prevention and early support, improving mental wellbeing, and helping people to live well at all stages of life. It supports access to community-based services, strengthens support for children and young people, and helps older people maintain independence.</p> <p>The focus on partnership working and community engagement supports more inclusive service design and delivery, particularly for protected groups and those facing disadvantage.</p> <p>Overall, the Strategy supports improvement across the six Equality and Human Rights Commission domains. It is expected to contribute to better health outcomes, improved living standards and increased participation by addressing wider factors such as education, employment, housing and community support. Actions to support safer communities and reduce isolation also contribute to personal wellbeing.</p> |
| 9 | <p>What are the negative equality impacts from your decision?</p> | <p>The purpose of the Strategy is to ensure that everyone has access to services and opportunities that support them to start well, maintain good mental wellbeing, live and age well, and benefit from healthy and safe neighbourhoods and communities.</p> <p>As such, few negative equality impacts are anticipated. However, consultation feedback suggested that the focus on priority neighbourhoods may need to be clearly explained to ensure the approach is well understood, particularly by those living in areas not identified as priority areas.</p> <p>It will be important to ensure that delivery of the Strategy is accessible to all residents and does not rely solely on digital approaches, so that everyone is able to engage.</p> <p>Clear and inclusive communication will also support understanding of the Strategy and help ensure it is accessible and relevant to all communities.</p> |
| 10 | <p>Will colleagues be impacted?</p> | <p>As the Strategy is predominantly externally focused, limited impacts on staff are anticipated. However, there may be a need for some staff training to support understanding of equality, inclusion and accessibility in delivery.</p> |
| 11 | <p>How are you going to mitigate against the</p> | <p>To help minimise any potential negative impacts, delivery partners will be encouraged to take the following actions:</p> |

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| | negative impacts identified? | <ul style="list-style-type: none"> • Provide a clear, plain English and accessible Strategy • Use clear messaging and inclusive communication • Offer non digital ways to access information and services • Monitor the impact on different groups, including those within and outside priority areas • Strengthen links with voluntary and community organisations • Encourage partners to consider transport, affordability and accessibility in delivery • Continue to engage with and directly seek views from groups whose views are less often heard • Continue to provide training on cultural awareness and unconscious bias that recognises protected groups and the needs of local residents. |
| 12 | How will you monitor the impacts, both positive and negative? | <p>The impact of the Strategy will be monitored through:</p> <ul style="list-style-type: none"> • Ongoing oversight by the Health and Wellbeing Board • Monitoring of health inequalities and key outcomes • Feedback from people using services • Public reporting of performance indicators linked to the strategy |
| 13 | Summary of Equality Implications | <p>The Health and Wellbeing Strategy is expected to have a positive impact on equality by improving health outcomes and reducing inequalities across Bournemouth, Christchurch and Poole. It supports prevention, mental wellbeing and inclusive, community-based services.</p> <p>Consultation findings show strong support for the priorities, alongside helpful feedback on improving accessibility, communication and delivery.</p> <p>The feedback also highlights that some groups may experience barriers related to digital access, transport and the cost of living. There is also the potential for outcomes to vary if delivery of the Strategy is not clear and inclusive</p> <p>Actions are in place to improve accessibility, strengthen engagement and ensure services are shaped with communities. With these in place, and ongoing monitoring, the overall impact on equality is expected to be positive.</p> |

| Version | Date | Description of Changes / Updates |
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| 1.0 | 22/05/2026 | First draft completed after discussion on 21/05/2026. |
| 2.0 | 11/06/2026 | Second draft following review by Public Health colleagues |