



Portsmouth
Clinical Commissioning Group



Portsmouth
CITY COUNCIL

Equality Impact Assessment

Full assessment form 2018

www.portsmouthccg.nhs.uk

www.portsmouth.gov.uk

Directorate:

Community & communication

Service, function:

Equality and diversity

Title of policy, service, function, project or strategy (new or old):

Equality & diversity strategy

Type of policy, service, function, project or strategy:

- Existing
- New / proposed
- Changed

Lead officer

Gina Perryman

People involved with completing the EIA:

Gina Perryman
Marguerite Bowers

Introductory information (Optional)

The purpose of the Council's equality and diversity strategy is to set out our vision, approach, key activities and monitoring arrangements in relation to tackling inequalities in Portsmouth.

The strategy has been informed by research and data, as well as gathering information from various protected characteristic groups across the city and analysing the type of corporate complaints that have been received by the council.

Step 1 - Make sure you have clear aims and objectives

What is the aim of your policy, service, function, project or strategy?

The aim of the strategy is to ensure it outlines our approach to equality and diversity and ensure our services are accessible to everyone and people that belong to a protected characteristic do not have barriers or are discriminated against trying to access these.

We will endeavour to ensure the commitment of equality and diversity is embedded into the organisation through training, awareness of the protected characteristics described by the Equality Act 2010, we will also aim to make our services and policies accessible and meet the needs of Portsmouth residents and visitors to the city.

Our aim as a local authority is to encourage people to participate in communities and activities from different minority groups that they may not of done before through our links with the voluntary and community sector and engage them in design/redesign of services.

Through consultation and engagement with protected characteristic groups we want to ensure the 5 priorities are still relevant and important to individuals, we want to give them an opportunity to inform the council on what specific actions they feel should be included in the action plan that would impact positively on their lives to ensure access for all.

Who is the policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?

Under the Equality Act 2010, there are nine protected characteristics and we have to ensure these groups are not discriminated against while accessing our services as well as the impact our customer facing policies have on these protected characteristics. The protected characteristics are age, sex, sexual orientation, disability, ethnicity or race, religion or belief, gender reassignment, pregnancy or maternity and marriage and civil partnership.

In Portsmouth we have 213,000 people living in the city, we know that out of this population that the split is roughly a 50:50 split for male and female and that 16% of the population have a long-term health condition that impacts on their day to day activities a lot or impacts on their day to day activities a little.

58% of people either declared they had a religion with Christianity being the largest and 35% of people declared they had no religion.

Official statistics on LGBT communities in the UK are hard to come by, as this data has not been routinely collected in the past. However, the ONS, UK sexual identity survey for 2016 highlighted just over 1 million (2%) of the UK population aged 16 and over identified themselves as lesbian, gay or

bisexual (LGB). If we use that statistic that would equate to approximately 4,300 people that described themselves as LGB.

16% of the population in Portsmouth are from the Black, Asian, Minority Ethnic background, where Bangladeshi are the largest population.

As we know there is a growing number of older people living in the city and this is expected to rise more due to life expectancy. Although the number of people aged 65 and over has slightly declined to 13.% down from 15.4% but the number of very old people aged 85 years and over has increased to 2.2% of the population.

As you can the Equality & diversity strategy can potentially impact on a lot of the Portsmouth population and a lot of these people will have contact with the council in some way or another or use our services. This strategy is intended to aid people to access the council in a way that is appropriate for them and to ensure the council staff have an understanding of the different communities they serve.

Our Equality objectives underpin our five key priority areas. They are:

1. Promoting fairness and diversity by tackling inequalities, disadvantage, and discrimination

Inequalities and disadvantage occur in many different settings, depending on the issue, and vary between the equality strands on the same basis. Therefore, Priority 1 requires a whole range of actions – some corporate in nature that look at issues holistically, and some service-specific actions that will improve particular outcomes for communities.

2. Leaderships and partnerships

The council has a role in shaping the communities it serves as well as simply commissioning and providing public services. The council cannot achieve its aims in isolation and we will continue to work to "identify local needs and to address these at a strategic level".

3. Employment and training

Access to employment opportunities and training services are vital in addressing socio-economic deprivation. Our research shows that people from diverse communities in the city may be more likely to suffer deprivation than the wider population, with some communities feeling that discrimination remains an issue when applying for jobs. The council's role as an employer is one area where it can take very direct action on this issue. The council is one of the largest employers in Portsmouth and as such can do a great deal to break down barriers and tackle discrimination. We continue to improve work opportunities at the council by providing work placements and apprenticeships.

4. Service delivery and access - Ensure access, information and advice is available / accessible to all

All of Portsmouth's residents have the right to expect to be able to easily access services, advice, and information provided or funded by the council. The equality act places additional duties on the council to consider the needs of all of its communities in the design

5. Promoting community and the voluntary sector

Delivering on all of the priorities in this strategy and addressing entrenched inequalities cannot be delivered by the council alone, but will be best achieved by involving and engaging communities in the decision-making process, in service design and in developing our future plans.

What outcomes do you want to achieve?

1. To create a strategy that incorporates actions that help our residents to access our services
2. To create our equality objectives that have to be published every 4 years that is specified in the Equality Act 2010 under the specific duties.
3. To ensure that the consultation process meets the needs and reflected the needs of all the residents.
4. Encourage people from protected groups to engage with Portsmouth City Council and to participate in public life or in other activities where their participation is historically extremely low.
5. Effectively address/minimise the difficulties suffered by people due to their specific protected characteristics using services or accessing employment

What barriers are there to achieving these outcomes?

1. Reluctancy of protected characteristic groups to engage with the council
2. Finding cost effective and practical solutions to address barriers people experience
3. Staff capacity/resource to address the actions assigned to their services
4. Meaningful engagement and buy in from Members and chief officers

Step 2 - Collecting your information

What existing information / data do you have? (Local or national data) look at population profiles, JSNA data, surveys and patient and customer public engagement activity locally that will inform your project, national studies and public engagement.

We have re-visited our equalities objectives for the council and for the city, based on:

- actions from the previous action plan
- a review of the latest data on outcomes for communities in the city;
- the results of a range of surveys and consultations;
- changes in the diverse population of Portsmouth; and,
- changes in the legislative context and policy framework.

Our five key priorities are supported by council officers, the residents of Portsmouth and various protected groups across the city.

We know the population has risen to 214,000 approx which is an increase of 9,000 people from the last census in 2011.

We have to realise that there is a lack of data available, we have to rely on the ONS population estimates. We will need to wait until the 2021 census to give a more accurate picture of the population in Portsmouth.

We have very good links with various protected characteristic groups and the voluntary and community sector.

We have used for reference the following data sources:

State of caring report 2018

Joint strategic needs assessment

Tackling poverty strategy

Hate Crime, England and Wales, 2017/18

Health and Wellbeing Strategy 2018-2021

Street Homeless and Rough Sleeping Partnership Strategy 2018-2020

PCC Staff Profiles

SEND Policy 2016-2019

Autism Strategy for children and young people 0-25 - 2018 - 2021

Portsmouth Carers Strategy 2015-2020

Using your existing data, what does it tell you?

Further work is required to increase the level of input from local groups supporting residents with protected characteristics.

Hate crime for all groups is under reported across the country which is the same locally although the hate crime figures in 2017/18 has gone up 17%.

We have very good links with various protected characteristic groups but there is more work to be done to ensure we hear from groups that we have very little information on regarding any issues they have living or working in Portsmouth.

A more robust monitoring process needs to be put in place to ensure equalities is understood by members and staff of the council making sure its high on the agenda. This will require closer liaison within PCC to track progress of the various departmental objectives we are working towards to ensure we achieve our 5 main aims and priorities.

'Portsmouth City Council's approach to equality and diversity primarily focuses on our customers to ensure that our services meet people's needs, both now and in the future. For us, this means all our customers in all our communities. We are working towards making our services more accessible by planning ahead and taking action based on listening to and involving our communities.

Our aim is to have a workforce that is reflective of the communities in Portsmouth, and is open to new ideas, ways of working and diversity. We are raising awareness on equality and diversity with our staff through an improved training programme that focuses on mainstreaming these principles into all or our work.

Step 3 - Now you need to consult!

Who have you consulted with?

Portsmouth Disability Forum
Kroma
Visual impaired action group
Empowering children and families
Portsmouth Parent Voice
Voluntary sector mail out (Approx 800)

If you haven't consulted yet please list who you are going to consult with

We will not be undertaking another consultation exercise but there will be regular meetings and contact with protected characteristic groups to update them on the actions that have been put forward.

organisations)
Portsmouth Deaf Association
Health and wellbeing team as they have regular meetings with BAME groups in Portsmouth

The Equality & diversity team will liaise with PCC officers to get updates and progress with the actions assigned to them.

Please give examples of how you have or are going to consult with specific groups or communities e.g. meetings, surveys

On line Survey via Survey Monkey

Regular meetings with local representative groups.

E-mail communication within PCC involving those working closely with residents who have protected characteristics.

Attending meetings for the voluntary and community sector.

Step 4 - What's the impact?

Is there an impact on some groups in the community? (think about race, gender, disability, age, gender reassignment, religion or belief, sexual orientation, sex, pregnancy and maternity, marriage or civil partnerships and other socially excluded communities or groups)

Generic information that covers all equality strands (Optional)

Portsmouth City Council's approach to equality and diversity primarily focuses on our customers to ensure that our services meet people's needs, both now and in the future. For us, this means all our customers in all our communities. We are working towards making our services more accessible by planning ahead and taking action based on listening to and involving our communities.

There is a common theme across the protected characteristics of transgender, sexual orientation, disability, race or ethnicity and religion or belief of hate crime. This is an increasing issue that needs to be addressed by encouraging people to report hate crime to the Police. People that are a Portsmouth City Council tenant have access to a hate crime officer that can help but privately there is no central team to help so 3rd party reporting may help this issue although not solve.

The demographics of the people answering the survey does not reflect the diversity city due to the low numbers of people answering the survey, although we have had a greater response this time from the previous survey.

Out of the 44 responses regarding their postcode 27% (n12) were from PO4 which was the largest number of people from that area that answered the survey, the other postcode were:

18% (n8) PO1
7% (n3) PO2
18% (n8) PO3
11% (n5) PO5
11% (n5) PO6
2% (n1) PO13
2% (n1) PO16
2% (n1) SO50

We asked in Question 9 - Can you rank the priorities in order of importance to you?

By far the top two priorities are clearly:

1st - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination
2nd - Service and delivery and access.

Ethnicity or race

In Portsmouth the population of the BAME is 16%, 48 out of 56 (86%) persons answered this question relating to ethnicity in the survey.

70% (n32) of the people that asked this question declared their ethnicity as White, 11% (n5) were from the mixed/multiple ethnic groups, 7% (3) were from Asian/Asian British ethnic, 2% (n1) were from a Black/African/Caribbean/Black British background which also mirrored other ethnic group. 9% of people preferred not to answer this question.

Race is the highest reported hate crime from all other protected characteristics, in 2017/18 there were 71,251 crimes reported nationally which is an increase of 14% from the previous year.

One of the main issues is the use of interpreters when accessing our services, whether its they do not turn up, can't access an out of office hours appointment or the quality of the interpreter which is something as a local authority we need to address. The council are preparing to go out to tender so we can commission a service that is fit for purpose and meets our customers and officers requirements.

Question 8 we asked the question if the priorities were important to them as an individual?

100% of people from a BAME background agreed that priority 1 - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination was still important while 94% of people from a white background said the priority was important to them as an individual.

60% of people from a BAME background agreed that priority 2 - Leadership and partnerships was still important to them as an individual, while 63% of people from a white background agreed it was still important.

80% of people from a BAME background agreed that priority 3 - Employment and training was still important to them as an individual, while 72% of people from a white background agreed it was still important.

100% of people from a BAME background agreed that priority 4 - Service and Delivery and Access was still important to them as an individual, while 88% of people from a white background agreed it was still important.

80% of people from a BAME background agreed that priority 5 - Promoting Community and the voluntary sector was still relevant for Portsmouth while 91% of people from a white background agreed it was still important.

Question 9 - Can you rank the priorities in order of importance to you? The most important priority to people from a BAME background was:

1st - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination
2nd - Service and delivery and access

Respondents of mixed race agreed with the above but also placed - Employment and training - in equal second place.

Asian/Asian British:

1st - Three-way split between Leadership/Service and delivery and Promoting community/voluntary sector

2nd - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination

Black/African/Caribbean/Black British

1st - Employment and training

2nd - Service and delivery and access

Gender reassignment

We do not have any specific data on the population of this community in Portsmouth although there has been an increase in hate crime against trans people, in England and Wales there were 1,651 hate crimes reported which is an increase of 32% from the previous year 2016/17.

We know there is a lack of confidence with frontline staff addressing trans people, we are planning to run another transgender awareness session for these staff to improve our service delivery for this community.

Age

In Portsmouth 67.4% (n144,800) are aged 16-64, 14% (n30,026) are aged over 65 and the number of people aged over 85 are 2% (n4,346). 48 out of 56 (86%) persons answered this question relating to their age.

When asked about their ages the majority were from age range of 55-64 which equates to 27% (n13), there was no one aged 24 or under that answered this question. 50% (n24) of people were aged 25-54 which does tend mirror other surveys that have been undertaken, 15% (n7) were aged 65-74 and 2% (n1) were aged over 75. 6% (n3) preferred not to say.

Question 8 we asked the question if the priorities were important to them as an individual?

100% of people from ages 25-64 agreed that priority 1 - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination was still important while 71% of people aged 65-74 agreed with the priority and 100% of ages 75+ agreed it was important to them.

50% of people aged 25-44 years agreed that priority 2 - Leadership and partnerships was still important to them as an individual, while 88% of people of ages 45-54 agreed it was still important. 85% of people ages 55-64 said it was important to them as an individual and 100% of ages 75+ agreed it was important to them.

75% of people aged 25-44 years agreed that priority 3 - Employment and training was still important to them as an individual, while 100% of people of ages 45-54 agreed it was still important. 92% of people ages 55-64 said it was important to them as an individual and 100% of ages 75+ agreed it was important to them.

100% of people aged 25-54 years agreed that priority priority 4 - Service and Delivery and Access was still important to them as an individual, while 92% of people of ages 55-64 agreed it was still important. 71% of people ages 65-74 said it was important to them as an individual and 100% of ages 75+ agreed it was important to them.

63% of people aged 25-34 years agreed that priority priority 5 - Promoting Community and the voluntary sector was still important to them as an individual, while 88% of people of ages 35-44 agreed

it was still important. 100% of people ages 45-64 said it was important to them as an individual, 86% of ages 65-74 agreed it was important to them and ages 75+ was 100% agreed.

Question 9 - Can you rank the priorities in order of importance to you? As it mentioned above the 1st and 2nd rank was: 1st - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination, 2nd - Service and delivery and access

Exceptions to the above were as follows:

45-54 year olds chose:

1st - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination

2nd - Promoting community and the voluntary sector

and 75+ ranked them as follows:

1st - Leadership and partnerships

2nd - Employment and trainingz

Disability

16% of the Portsmouth population say they have a long term health problem or disability that limits their day to day activities a lot / a little. If we use the 2015 ONS population estimates this equates to over 34,000 people. In the survey we had 27% that describes themselves as having a disability.

48 out of 56 (86%) persons answered this question relating to a disability.

27% (n13) people declared themselves as having a disability while 65% (n31) did not declare a disability and 8% (n4) declined to answer this question.

We asked people what the nature of their disability was and the highest disability was mobility at 31% (n4), 23% (n3) said they had a physical disability and the same number had a hearing impairment (23%). No one declared they had a learning disability or visual impairment, 38% (n5) answered the category of other disability and 15% (n2) preferred not to say. The percentage does not equate to 100% because some people will have ticked that they had more than one disability.

Hate crimes towards disabled people is the second lowest recorded figure, only 7,226 hate crimes were reported to the police which is a 30% increase from the previous year.

1. Portsmouth Disability Forum (PDF)

The future strategy was discussed at PDF meeting in October 2018. One of the main issues was cyclists riding their bikes in pedestrian areas and that disabled people felt vulnerable because of the speed of some cyclists and worried that there would be a collision.

They suggested that the Police and the council run regular operations in partnership in catching people and fining cyclists if caught riding their bike in these areas.

2. Portsmouth deaf association

The main thing that came out of the meeting was that they felt council staff did not have an awareness of deaf people and how they communicate when trying to access services.

Many of the deaf have given up contacting the council due to a lack of communication.

3. Empowering children and families (Portsmouth parent voice)

This group of parents are very active campaigning for children with disabilities and many issues and comments were raised during the meeting.

One of the issues was if there is no accessible housing in the area parents are forced to live on the

outskirts of the city in properties that have higher rents and council tax bands, because of this parents are forced into financial difficulties trying to find the extra money each month. What they suggested was if parents had to live outside of Portsmouth the council should allow them to pay the same amount of rent and council tax due to the lack of accessible housing in the city.

They wanted to make sure the strategy linked in with the Autism and SEND strategy to tackle issues relating to children and young people with a disability and the issues their parents and carers have and show what the council are going to do to improve outcomes for these children and young people.

The group asked if the actions where possible could be SMART and show what the council are going to do to achieve these over the next four years.

One of the action was to audit the councils access points for example wheelchair access, induction loops and other access requirements for people to be able to access services the council provides. The group asked whether the audit could also include issues that people with autism have accessing our buildings. The suggestion was to co-produce an audit form that covers all disabilities and have a graded system like bronze, silver and gold award depending on the access provided. It was also suggested whether the audit could be checked using young people with autism from the Dynamite group as inspectors to ensure its suitability for these individuals.

4. Visual impaired access group (VIAG)

The main issue that this groups raised was the lack of awareness from cyclists regarding people with a visual impairment. There is a constant issue with cyclists in pedestrianised areas but also the shared cycle routes, visual impaired people feel very vulnerable and are worried of being tripped over and cause injuries.

Another area of concern was visual impaired people with a guide dog being refused by taxi drivers, we want to run an awareness campaign for the public to ensure people are aware that an assistance dog including guide, hearing dogs are not refused when using a taxi.

Question 8 we asked the question if the priorities were important to them as an individual?

85% of people who declared they had a disability agreed that priority 1 - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination was still important to them as an individual.

62% of people who declared they had a disability agreed that priority 2 - Leadership and partnerships was still important to them as an individual.

85% of people who declared they had a disability agreed that priority 3 - Employment and training was still important to them as an individual.

100% of people who declared they had a disability agreed that priority 4 - Service and Delivery and Access was still important to them as an individual.

85% of people who declared they had a disability agreed that priority 5 - Promoting Community and the voluntary sector was still was still important to them as an individual.

Religion or belief

There was no specific information collected from the survey on Religion or belief. We do know in Portsmouth that the largest religion is Christianity at 52.2 % (n106,999) of the population, nationally this is higher at 59.3% (n33,243,175), this is followed by 35% (71,826) of the population declaring no religion, nationally this is lower at 25.1% (n14,097,229). The next largest community was the Muslim faith at 3.5% (7,162), nationally this is higher at a figure of 4.8% (n2,706,066).

There were 8,336 hate crimes reported to the police regarding religion, that is an increase of 40% from the previous year.

Sexual orientation

We don't have any specific information regarding sexual orientation statistics in Portsmouth, the Census has never collected this data but they are exploring whether to include this question in the Census 2021. However, the ONS, UK sexual identity survey for 2016 highlighted just over 1 million (2%) of the UK population aged 16 and over identified themselves as lesbian, gay or bisexual (LGB). If we use that statistic that would equate to approximately 4,300 people that described themselves as LGB.

Hate crime regarding sexual orientation is the second highest recorded figure of 11,638 crimes reported to the police, that is an increase of 27% from the previous year.

1. Kroma

Kroma said the important issue here was safety of people from the LGBT community. It was stressed a lot of the community feel unsafe in the Portsmouth area and this needs to be addressed. One of the suggestions was to ensure all licensed premises and their staff including security / door stewards have additional training regarding gender and sexual identities.

That Portsmouth provide/promote the use of safe spaces via 'A Safe Space' window sticker across all communities

Sex

In Portsmouth the split between male and female is roughly 50:50 according to the ONS estimates of 2015, the number of males in the Portsmouth population of all ages is 109,264 and females of all ages is 105,454.

58% of the people answering the survey were female, 35% were male and 6% preferred not to say.

Question 8 we asked the question if the priorities were important to them as an individual?

100% of people who declared their sex as male agreed that priority 1 - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination was still important to them as an individual, while 93% of people who declared their sex as female said it was important to them.

59% of people who declared their sex as male agreed that priority 2 - Leadership and partnerships was still important to them as an individual, while 65% of people who declared their sex as female said it was important to them.

82% of people who declared their sex as male agreed that priority 3 - Employment and training was still important to them as an individual, while 71% of people who declared their sex as female said it was important to them.

88% of people who declared their sex as male agreed that priority 4 - Service and Delivery and Access was still important to them as an individual, while 93% of people who declared their sex as female said it was important to them.

82% of people who declared their sex as male agreed that priority 5 - Promoting Community and the voluntary sector was still important to them as an individual, while 90% of people who declared their sex as female said it was important to them.

Question 9 - Can you rank the priorities in order of importance to you? The most important priority to

people that declared their sex as female were:

Priority 1 - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination and 2nd was Priority 4 - Service delivery & access-Ensure access, information and advice is available / accessible to all

Respondents that declared their sex as male ranked the priorities the same as people that declared their sex as female.

Marriage or civil partnerships

There was no specific information collected from the survey. We know from the ONS that 36.9% of the population are married, in the 2015 latest release the ONS advised there were 6,493 marriages between same sex couples. In Portsmouth from 01 January 2017 and 01 January 2018 there were 31 same sex couples married.

Pregnancy & maternity

There was no specific information regarding pregnancy and maternity although we have ensured all our access points are breast feeding friendly.

Other socially excluded groups or communities

In Portsmouth we have areas of high deprivation, we know that with one ward 40% of children are living in poverty and workless remains an issue. The equality duty requires public authorities to demonstrate that they are making financial decisions in a fair, transparent and accountable way, considering the needs and the rights of different members of their community. This is achieved through assessing the impact that changes to policies and practices could have on different protected groups which is important for families living in deprivation especially with the introduction of universal credit which continues to negatively impact on families on low or no income. Robust processes to assess the impact on equality of any future savings and financial proposals on protected groups before any decisions are made will therefore be important going forward within this climate.

There were approximately 5.8 million people providing unpaid care in England and Wales in 2011, representing just over one tenth of the population, the carers centre in Portsmouth works with over 4000 carers in the city. We know that unpaid care has increased at a faster pace than population growth. We don't know exact number of how many unpaid carers there are in the city although this is tackled through the carers strategy to improve lives for this community. Through the carers service it was discovered one of the the main issue for unpaid carers was accessing a sitting service that fitted their needs so carers could go our and relax knowing the cared for person was safe. Portsmouth worked with the voluntary and community sector to devise a sitting service that fitted their needs and is now evolving into a service that will be fit for purpose and will aid unpaid carers with their health and wellbeing.

Note:Other socially excluded groups, examples includes, Homeless, rough sleeper and unpaid carers. Many forms of exclusion are linked to financial disadvantage. How will this change affect people on low incomes, in financial crisis or living in areas of greater deprivation?

Health Impact

Have you referred to the Joint Needs Assessment (www.jsna.portsmouth.gov.uk) to identify any associated health and well-being needs?

Yes No

What are the health impacts, positive and / or negative? For example, is there a positive impact on enabling healthier lifestyles or promoting positive mental health? Could it prevent spread of infection or disease? Will it reduce any inequalities in health and well-being experienced by some localities, groups, ages etc? On the other hand, could it restrict opportunities for health and well-being?

Health inequalities are strongly associated with deprivation and income inequalities in the city. Have you referred to Portsmouth's Tackling Poverty Needs Assessment and strategy (available on the JSNA website above), which identifies those groups or geographical areas that are vulnerable to poverty? Does this have a disproportionately negative impact, on any of these groups and if so how? Are there any positive impacts?, if so what are they?

For more help on this element of tackling poverty and needs assessment contact Mark Sage: email:mark.sage@portsmouthcc.gov.uk

Evidence both nationally and locally shows there is an association between life expectancy, health inequalities and poverty. These associations become apparent when looking at specific areas of Portsmouth – life expectancy at birth (2010-12) for males in Portsmouth's most deprived 10% of Lower Super Output Areas (LSOAs) is 72.7 years – 9.4 years shorter than males in the least deprived 10% of LSOAs. (For women there is a 5.8 year gap between the 10% most deprived LSOAs (78.9 years) and the 10% least deprived).

These issues are being tackled through the 6 priorities included in the Tackling poverty strategy which reports to the Health & wellbeing board. The 6 priorities are:

1. Improving our children's futures
2. Providing good quality, sustainable employment opportunities that enable a reasonable standard of living for residents
3. Helping residents to be financially resilient
4. Helping people move out of immediate crisis, but also helping them to solve their problems longer term
5. Improving residents' lives by recognising the links between poverty and health inequalities
6. Shaping wider policies and decisions so they reduce the risk of poverty

Step 5 - What are the differences?

Are any groups affected in a different way to others as a result of your policy, service, function, project or strategy?

Please summarise any potential impacts this will have on specific protected characteristics

None of the protected characteristics are treated differently although some actions will only impact on a particular group for example Disability confident employer, this is because this is a national scheme which only looks at disabled people getting paid work. This obviously will positively impact on disabled employees current or future and will not impact on the other protected characteristics. But what is not clear is some people may belong to more than one protected characteristics which is difficult to assess.

Some actions will treat some groups differently due to a particular issue that group may have but our services should take into account any ones requirements whether they belong to one or more protected characteristic groups.

Does your policy, service, function, project or strategy either directly or indirectly discriminate?

Yes No

If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

Not applicable

Step 6 - Make a recommendation based on steps 2 - 5

If you are in a position to make a recommendation to change or introduce the policy, service, project or strategy clearly show how it was decided on and how any engagement shapes your recommendations.

The Equality & diversity strategy will be presented at Resources portfolio meeting to adopt the strategy, due to the online consultation the access & equality advisor attending various meetings to discuss this we do find that we have enough information to make the recommendation of adopting the strategy.

There were many great ideas that came from the consultation which has shaped the equality objectives to ensure people from different protected groups had their say and suggest actions they thought were important to them.

By far the top two priorities are clearly:

1st - Promoting fairness and diversity by tackling inequalities, disadvantage and discrimination
2nd - Service and delivery and access. We will definitely concentrate on these top priorities in the following year.

What changes or benefits have been highlighted as a result of your consultation?

Meeting with the Empowering children and families it was raised about ensuring the councils access points were accessible for all not just physical disabilities so we have changed the action to incorporate all disabilities including sensory and autism, working closely with ECAF but also the Dynamite group which are a group of young people with autism, we will create an audit document so all can be accessed when looking at the access points.

Also people wanted where possible to have SMART objectives so people can see the progress of the high level objectives so we will produce a document to work aside the strategy action plan to incorporate this.

From the feedback Hate crime features quite high so we have added an action about attending training looking at 3rd party reporting process where people can report hate crime at a community venue rather than the Police station.

The action:

To complete Section 167 of the Equality Act 2010-Maintain a list of accessible taxis and PHVs licensed in the city has been changed to:

To seek the views of the Licensing Committee in respect of section 167 of the Equality Act 2010 and action any recommendations regarding the maintenance of a list of accessible taxis and PHVs licensed in the city.

The action:

Monitor staff perceptions of equality via staff surveys has been changed to:

Monitor staff perceptions of equality via staff surveys and produce actions relating to the outcome of the survey.

An action has been added regarding workforce data:

Through the staff survey and other channels we will look at ways on how we can improve the workforce data so we know who are employees are and how best to support them.

The action "To promote apprenticeships and increase the number of apprenticeships available" has

been removed due to HR already undertaking this action and is not directly related to protected characteristic groups.

If you are not in a position to go ahead what actions are you going to take?

(Please complete the fields below)

Action	Timescale	Responsible officer
Not applicable		

How are you going to review the policy, service, project or strategy, how often and who will be responsible?

The Equality objectives and the actions will be reviewed on a quarterly basis internally by Members, stakeholders and officers, an annual report will be presented at the Resources Portfolio to update members on the progress that sit on that committee but also for the public to be kept informed.

Step 7 - Now just publish your results

This EIA has been approved by: Stewart Agland

Contact number: x4055

Date: 10/01/19

PCC staff-Please email a copy of your completed EIA to the Equality and diversity team. We will contact you with any comments or queries about your preliminary EIA.

Telephone: 023 9283 4789, Email: equalities@portsmouthcc.gov.uk

CCG staff-Please email a copy of your completed EIA to the Equality lead who will contact you with any comments or queries about your full EIA. Email: sehccg.equalityanddiversity@nhs.net