



## East Staffordshire Borough Council Equality and Health Impact Assessment (EHIA)

This EHIA documents how you have taken into account health impacts and the requirements of the Public Sector Equality Duty in the decision making process for this function, policy or service.

<b>1</b>	<b>Title of function, policy or service to be assessed:</b>  Parental Leave for Councillors
<b>2</b>	<b>Date:</b> 12 <sup>th</sup> January 2023
<b>3</b>	<b>Name of EHIA author:</b> John Teasdale
<b>4</b>	<b>EHIA team:</b> N/A
<b>5</b>	<b>Head of Service:</b> Andy O'Brien
<b>6</b>	<b>Is the policy, function or service existing, new or being reviewed?</b>  New.
<b>7</b>	<b>State the aims, objectives and purpose of the function, policy or service and provide a summary of the service provided:</b>  To create Councillors on parental/maternity/adoption/surrogacy leave.
<b>e 8</b>	<b>Are there any other functions, policies or services which might be linked with this one for the purpose of this EHIA?</b>  N/A
<b>9</b>	<b>Who is it intended to affect or benefit (the target population)?</b>  Borough Councillors for East Staffordshire.

**10 Equality impacts**

The Public Sector Equality Duty requires public bodies, in the exercise of their functions, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

**Within this table, state whether the policy, function or service will have a positive or negative impact across the following protected characteristics and provide any comments.**

	Positive Impact	Negative Impact	Comments
Age	X		Councillors of any age who decide to have children will benefit from this change.
Disability			N/A
Sex / gender reassignment / pregnancy or maternity	X		Pregnancy and maternity are one of the primary reasons for introducing this change but it will specifically apply to Councillors.
Race			N/A
Religion or belief			N/A
Sexual orientation			N/A
Other			

**11 What evidence do you have for the statements made in Question 10?**

The very nature of the policy (parental leave) lends itself to the statements made in question 10.

<b>12</b>	<p><b>Consultation:</b> Describe what consultation has been undertaken on this function, policy or service, who was involved and the outcomes.</p> <p>Informal discussions have taken place between individual parties, but no formal discussions have yet taken place. It is hoped that the decision making process and the various subsequent forums will provide sufficient opportunity for further consideration of document before the appropriate Full Council.</p>															
<b>13</b>	<p><b>Briefly explain how the policy, function or service contributes to community cohesion by answering the following questions:</b></p> <ul style="list-style-type: none"> <li>• How will it provide equality of access to services, information and employment?</li> <li>• Does it or could it promote good relationships within and between communities?</li> <li>• How will it help to prevent social exclusion?</li> <li>• Will it help to reintegrate those who have become excluded?</li> <li>• Will this assist with communities feeling that they are connected to decision making that affects them?</li> <li>• How will it provide good quality, inclusive services?</li> </ul>															
<b>14</b>	<p><b>Health impacts – screening question</b> Will the subject of this EHIA:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 40%;"></th> <th style="width: 30%;"><b>No</b> (Provide a brief explanation of your response.)</th> <th style="width: 30%;"><b>Yes</b> (Is this impact positive or negative? Provide a brief explanation of your response.)</th> </tr> </thead> <tbody> <tr> <td>Have a direct impact on health, mental health and wellbeing?</td> <td></td> <td>Possibly Yes, positive – because of the purpose of the policy.</td> </tr> <tr> <td>Have an impact on social, economic and environmental living conditions that would indirectly affect health?</td> <td>No.</td> <td></td> </tr> <tr> <td>Have an effect on an individual's ability to improve their own health and wellbeing?</td> <td></td> <td>Yes, positive – but perhaps indirectly.</td> </tr> <tr> <td>Affect access to, and the quality of, health, mental health or wellbeing services?</td> <td></td> <td>Yes, positive – but indirectly.</td> </tr> </tbody> </table> <p>Please refer to the EHIA guidance document. If you answer yes to any of these questions a health impact assessment is required, please complete section 16.</p>		<b>No</b> (Provide a brief explanation of your response.)	<b>Yes</b> (Is this impact positive or negative? Provide a brief explanation of your response.)	Have a direct impact on health, mental health and wellbeing?		Possibly Yes, positive – because of the purpose of the policy.	Have an impact on social, economic and environmental living conditions that would indirectly affect health?	No.		Have an effect on an individual's ability to improve their own health and wellbeing?		Yes, positive – but perhaps indirectly.	Affect access to, and the quality of, health, mental health or wellbeing services?		Yes, positive – but indirectly.
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<b>15</b>	<p><b>Head of Service signature:</b> I am satisfied with the results of this EHIA.</p>															

## 16. HEALTH IMPACT ASSESSMENT<sup>1</sup>

Please complete this, if you have answered yes to any of the health impact screening questions.

<b>A. Describe the health impact(s). Please refer to the screening questions in Q14 above.</b>	<b>B. Answering ‘YES’ to the above questions (Q14) indicates an important health impact. Be explicit and include the evidence that has been considered.</b>	<b>C. Are the health impacts significant?</b>
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Identify the health impact(s)	Will the health impacts affect the whole population? Will they affect particular groups of people differently?	Will the health impacts be difficult to remedy or have an irreversible effect? Are they likely to cause public concern?	Will the health impacts be medium or long-term? Are they likely to create cumulative effects?	Does this health impact have a significant positive or negative effect (based on your responses to Section B)?
<i>To be completed</i>	<i>No, it will effect only Councillors of East Staffordshire Borough.</i>	<i>No/No.</i>	<i>Medium/I do not believe so.</i>	<i>Positive.</i>

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<sup>1</sup> Adapted from ‘Health Impact Assessment of Government Policy, a guide to carrying out a Health Impact Assessment of new policy as part of the Impact Assessment process.’ Department of Health, July 2010 p.13

## **17. EQUALITY AND HEALTH IMPACT ASSESSMENT RECOMMENDATIONS AND ACTION PLAN**

Please describe the actions, if any, you will take to mitigate against negative health or equality impacts identified in this assessment, or to maximise the benefits of the policy or service.  
If significant action is required, it should be included in Service Plans.

<b>Is it a Health or Equality action?</b>	<b>Issue / impact identified</b>	<b>Recommendation / action required</b>	<b>Lead officer and timescale</b>	<b>Resource allocation</b>
<b>N/A</b>				