

## PART A - Initial Impact Assessment

**Proposal Name:** Implementing the Fair & Healthy Sheffield Plan:Sheffield City Council's role

**EIA ID:** 2900

**EIA Author:** Helen Watson

**Approval Status:** Approved

**Proposal Outline:** Health & Wellbeing Boards are required to agree a Joint Health & Wellbeing Strategy under the 2012 Health & Social Care Act. The Board's second Strategy expires in 2024; this updated ten year Strategy named 'The Fair and Healthy Sheffield Plan' refreshes and replaces it. It has a central aim of closing unfair gaps in length and quality of life Sheffield by improving the health of those worst off the fastest. This will be achieved by delivering on eight key building blocks and four radical shifts.

**Proposal Type:** Non-Budget

**Year Of Proposal:** 24/25

**Lead Director for proposal:** Greg Fell

**Service Area:** public health

**EIA Start Date:** 18/11/2024

**Lead Equality Objective:** Break the cycle and improve life chances

**Equality Lead Officer:** Bashir Khan

**Decision Type**

**Committees:** Policy Committees

- Strategy & Resources

## Portfolio

**Primary Portfolio:** Public Health and Integrated Commissioning

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**EIA is cross portfolio:** No

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**EIA is joint with another organisation:** No

## Overview of Impact

**Overview Summary:** The Fair and Healthy Sheffield Plan is expressly focused on closing unfair gaps in length and quality of life between different groups of people living in Sheffield. In particular it is focused on addressing wider social determinants of health over the long term, including tackling racism and discrimination, giving every child the best start in life, enabling everyone to fulfil their potential and have control over their lives, good work for all, healthy standard of living, healthy places and communities, fair access to quality NHS and social care services, and addressing the climate and environment crisis.

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**Impacted characteristics:**

- Age
- Cohesion
- Health
- Poverty & Financial Inclusion
- Race
- Voluntary/Community & Faith Sectors
- Sex
- Sexual Orientation
- Carers
- Care Experienced
- Disability
- Gender Reassignment
- Religion/Belief
- Pregnancy/Maternity

**Impacted local area(s):** All

## Consultation and other engagement

**Is consultation or other engagement required:** No

There is no requirement for statutory consultation on the Plan; there is however a requirement in the 2012 Health & Social Care Act that people who live or work in Sheffield to be involved in preparing the Plan. To fulfil this, during the production of the Plan, officers have engaged with a range of stakeholders, including members of the public, to test approaches and ask for input, all of which has served to shape the final Plan. It is also required under the Act that Sheffield Healthwatch be involved in preparing the Plan. This has been fulfilled through their place on the Board, and by the inclusion of the Chair of Sheffield Healthwatch on the Editorial Group that has guided the development of the Plan.

## Cumulative Impact

**Does the proposal have a cumulative impact:** Yes

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**Impact areas:** Year on Year, Geographical Area, Across a Community of Identity/Interest

## Initial Sign-Off

**Full impact assessment required:** Yes

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**Review Date:** 18/11/2024

## PART B - Full Impact Assessment

### Health

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** The Plan will lead to improved health and wellbeing across the whole population over the long term, with a focus on improving the health of the worst off. It will do this by focusing attention on the wider determinants of health, and delivering improvements in areas where there are acknowledged inequalities. Over the long term this will deliver improved health and wellbeing.

**Name of Lead Health Officer:**

**Comprehensive Assessment Being Completed:** No

**Public Health Lead signed off health impact(s):**

### Age

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People experience significant inequalities in both the length and quality of their lives based on their age. Older adults often face ageism and discrimination, leading to limited opportunities for employment, social isolation, and reduced access to healthcare. Younger people, particularly those from disadvantaged backgrounds, may experience poverty, unemployment, and limited access to education and training, hindering their long-term prospects. These inequalities can impact physical and mental health, life expectancy, and overall quality of life. The Fair and Healthy Sheffield Plan will support Sheffield's

transition to an age-friendly inclusive city by addressing systemic health inequalities and promoting fairness. Its focus on creating healthier environments—such as accessible housing, walkable neighborhoods, and equitable public transport—aligns with the principles of age-friendly design. By fostering inclusive decision-making, improving access to services, and tackling social isolation, the plan ensures that older adults can participate fully in community life. Its emphasis on prevention, equity, and community collaboration lays a strong foundation for an inclusive, supportive city for all ages.

## Armed Forces

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** Armed forces personnel and veterans often face significant inequalities in both the length and quality of their lives. Exposure to traumatic experiences, operational stress, and physical injuries can lead to mental health conditions such as PTSD and depression. Additionally, transitioning back to civilian life can be challenging, with difficulties in finding employment, accessing healthcare, and reintegrating into society. These factors can contribute to higher rates of substance abuse, homelessness, and suicide among veterans. The plan's focus on tackling discrimination, ensuring a decent standard of living, and providing good work opportunities could improve veterans' employment prospects and access to healthcare. The plan's emphasis on mental health and wellbeing could specifically help veterans at risk of mental health issues like PTSD and depression. By addressing the root causes of inequality, the plan can level the playing field and improve veterans' chances of a long and healthy life.

## Carers

**Staff Impacted:** Yes

**Customers Impacted:** No

**Description of Impact:** Carers often experience significant inequalities in both the length and quality of their lives. They can face financial hardship due to low or no pay for their caregiving role, leading to poverty and debt. The physical and emotional demands of caregiving can take a toll on their health, leading to increased

stress, anxiety, and chronic illnesses. Additionally, carers often sacrifice their own needs and aspirations, missing out on education, employment opportunities, and social activities. This can lead to feelings of isolation, loneliness, and a reduced sense of self-worth. The Fair and Healthy Sheffield Plan is explicit about valuing and supporting carers. It will support work to address the unfair gaps experienced by carers that may include improving support services, ensuring access to respite care, and addressing the financial and emotional burdens they face. It may also promote the recognition of carers' needs within health and social care systems, ensuring they have access to resources, flexible work options, and social support.

## Care Experienced

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** People with care experience often face significant inequalities in length and quality of life. These gaps are influenced by a range of factors, including poorer educational outcomes, higher rates of unemployment, and greater exposure to poverty and housing instability. Mental and physical health challenges are more prevalent, often stemming from early trauma and a lack of consistent support systems. Additionally, care-experienced individuals are more likely to encounter stigma and discrimination, further limiting their opportunities and access to resources. The Plan will lead to reduction in unfair gaps in length and quality of life between different groups in the population over the long term, with a focus on improving the health of the worst off. It will do this by focusing attention on the wider determinants of health, and delivering improvements in areas where there are acknowledged inequalities. Over the long term this will deliver improved health and wellbeing.

## Cohesion

**Staff Impacted:** No

**Customers Impacted:** Yes

**Description of Impact:** The Fair and Healthy Sheffield Plan will foster greater social cohesion by promoting inclusive policies that reduce division and encourage collaboration with people and communities. It will continue to work to empower communities to address issues

collectively. By tackling inequality, improving access to services, and involving diverse voices in decision-making, the plan will strengthen community ties and build a more cohesive, united city.

## Disability

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People with disabilities often face significant unfair gaps in both the length and quality of their lives. They experience higher rates of premature death due to factors such as inaccessible healthcare and increased risk of chronic conditions. Additionally, they face systemic barriers that limit their opportunities for education, employment, and social participation, leading to lower incomes, increased poverty rates, and higher rates of isolation and loneliness. These inequalities are often compounded by ableism and discrimination, which can have a significant detrimental impact on their mental and emotional well-being. The Fair and Healthy Sheffield Plan will support activity to address unfair gaps in length and quality of life for people with disabilities by promoting accessible healthcare, affordable housing, and support systems tailored to individual needs, while challenging systemic barriers like discrimination and poverty. The plan emphasises creating environments that foster independence and participation, alongside targeted interventions to reduce health inequalities. By promoting collaboration between communities, services, and leadership, it aims to ensure that people with disabilities have opportunities to thrive and live longer, healthier lives.

## Gender Reassignment

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People with gender reassignment often face significant inequalities in both the length and quality of their lives. They experience high rates of discrimination in employment, housing, healthcare, and education, limiting their opportunities and socioeconomic status. Additionally, they are at increased risk of mental health issues such as depression and anxiety due to stigma, prejudice, and transphobia. These inequalities can lead

to poorer health outcomes, increased substance abuse, and higher rates of suicide among transgender individuals. The Fair and Healthy Sheffield Plan will promote work to reduce unfair gaps experienced by people with gender reassignment by tackling stigma and discrimination that impacts on access to the building blocks of health and wellbeing. It focuses on creating inclusive and supportive environments which will enable individuals to have equal access to health services and opportunities for well-being. The plan also promotes community engagement that can ensure that policies and services are sensitive to the needs of those who are seldom heard, to improve their overall quality of life and life expectancy.

## Poverty & Financial Inclusion

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People living in poverty face significant disadvantages in both the length and quality of their lives. Poverty can restrict access to the building blocks of health including enough nutritious food, safe housing, education, and makes it more difficult to access NHS health and social care services. Financial stress and insecurity can lead to increased levels of anxiety, depression, and other mental health problems. Systemic inequalities and discrimination can exacerbate these challenges, limiting opportunities for social mobility and economic advancement. The Fair and Healthy Sheffield Plan explicitly aims to tackle poverty within the City, by addressing the social determinants of health, including housing, employment, and education. It focuses on reducing financial inequality and improving access to essential services, healthcare, and social support, helping to break the cycle of poverty. By fostering community engagement and ensuring fair opportunities, the plan aims to improve both the length and quality of life for people experiencing poverty.

## Pregnancy / Maternity

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People who are pregnant or on maternity leave often face significant disparities in both the length and quality of their



lives. They may experience discrimination in the workplace, leading to job loss or reduced opportunities. Inadequate maternity leave policies can force women to return to work prematurely, impacting their physical and mental health. Additionally, the financial burden of childcare can limit their ability to work full-time or pursue further education, hindering their long-term career prospects and economic security. The Fair and Healthy Sheffield Plan will support work to address health inequalities for people who are pregnant or on maternity leave by promoting equitable access to quality healthcare, supportive housing, financial security and fair employment conditions during this critical time. It focuses on reducing systemic barriers, such as poverty and discrimination, while fostering environments that support maternal and child health. By prioritising inclusive, person-centered care and addressing the social determinants of health, the plan will lead to improved outcomes for pregnant individuals and their families.

## Race

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People from minoritised ethnic groups often experience significant disparities in both the length and quality of their lives. Systemic racism and discrimination lead to disparities in access to quality education, employment opportunities, healthcare, housing, and the justice system. These inequalities result in higher rates of poverty, unemployment, incarceration, and premature death among certain groups. Additionally, racial bias and prejudice can lead to stress, anxiety, and mental health challenges, further impacting overall well-being and life expectancy. The Fair and Healthy Sheffield Plan has been informed by the report of the Sheffield Race Equality Commission and implementation in SCC will support our work to become an anti-racist organisation. The plan aims to tackle racial disparities in health and life outcomes by addressing systemic discrimination, ensuring equitable access to the building blocks of health including employment, education, housing and fair access to NHS health and care services. It seeks to build trust and inclusivity by amplifying the voices of racialised communities in decision-making processes, and dismantling barriers rooted in racism while promoting culturally responsive services to ensure fairer opportunities for all racial groups to achieve better health and longer, higher-quality lives. It also promotes better use of our local data to identify unfair gaps between different groups of people in Sheffield, and more opportunities for the development of and investment in leaders from diverse backgrounds.

## Religion / Belief

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People of different religions or beliefs often face significant disparities in both the length and quality of their lives. Religious discrimination can lead to limited access to education, employment, and healthcare. Religious minorities may experience social exclusion, harassment, and violence, impacting their mental and emotional well-being. Additionally, religious beliefs can influence cultural practices and norms, which may affect access to resources and opportunities. These inequalities can lead to poorer health outcomes, lower socioeconomic status, and reduced life expectancy for individuals from minority religious groups. The Fair and Healthy Sheffield Plan will promote work to address inequalities faced by people of different religions or beliefs by promoting inclusivity and respect for cultural diversity. It focuses on ensuring equitable access to the wide building blocks of health including education and employment, housing, income and health and care services, and eliminating structural and institutional racism. The plan will promote work to ensure that religious needs are respected within public services and that individuals can freely practice their beliefs without facing barriers to health or well-being. The goal is to foster a society where everyone, regardless of religion or belief, can live a long, healthy life.

## Sexual Orientation

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** People of different sexual orientations often face significant inequalities in both the length and quality of their lives. They may experience discrimination in employment, housing, healthcare, and education, leading to limited opportunities and lower socioeconomic status. Additionally, they are at higher risk of mental health issues such as depression and anxiety due to stigma, prejudice, and discrimination. These inequalities can lead to poorer health outcomes, increased substance abuse, and higher rates of suicide among LGBTQ+ individuals. The Fair and Healthy Sheffield Plan will promote work to reduce unfair

gaps experienced by people of different sexual orientations by tackling stigma and discrimination that impacts on access to the building blocks of health and wellbeing. It focuses on creating inclusive and supportive environments where individuals have equal access to health services and opportunities for well-being. The plan also promotes community engagement that can ensure that policies and services are sensitive to the needs of people who are seldom heard, to improve their overall quality of life and life expectancy.

## Voluntary / Community & Faith Sectors

**Staff Impacted:** Yes

**Customers Impacted:** Yes

**Description of Impact:** The Voluntary and Community and Faith sector are really important partners in making Sheffield fairer and healthier. They're good at working with communities because they've been around for a long time, and people trust them. They know a lot about what's good and what's needed in the local area. They're flexible and come up with new ideas, and they help people learn how to make changes in their own communities. The Voluntary and Community and Faith Sector also speak up for fairness and make sure everyone's voice is heard, especially those who might not normally get a chance to speak up. They help make sure our communities are strong and inclusive, so everyone can thrive. The Fair and Healthy Sheffield Plan is explicit about valuing the VCF sector and ensuring greater and better investment that ensures the sector is strong and sustainable. The plan also promotes greater collaboration with local organisations, acknowledging that they are integral to addressing health inequalities. It aims to promote work to empower community groups to deliver tailored services, enhance community engagement, and address local needs.

## Action Plan & Supporting Evidence

**Outline of action plan:** None

**Action plan evidence:** Evidence from the Joint Strategic Needs Assessment - 'Picture of Health in Sheffield'

**Changes made as a result of action plan:**

## Mitigation

**Significant risk after mitigation measures:** No

**Outline of impact and risks:**

## Review Date

**Review Date:** 18/11/2024