



# SOUTH KESTEVEN DISTRICT COUNCIL

## Equality Impact (Initial Analysis)

### Mental Health and Wellbeing Action Plan

<b>Service Area:</b> Human Resources	<b>Lead officer:</b> Alice Atkins	<b>Date of Meeting</b>  21/10/21
	<b>Assessors:</b> Jane Jenkinson	
	<b>Neutral Assessor:</b> Carol Drury	

**1. Name and description of policy/service/function/strategy**

The Mental Health and Wellbeing Action plan was originally developed in response to findings from a January 2021 'pulse' survey which tracked how Council staff were feeling following a third national lockdown. The actions outlined in the plan have been developed to directly address the responses received. The survey also included questions relating to the continued practise of working from home and considered issues around work/life balance and its impact on mental wellbeing. The action plan outlines the Council's wellbeing provision strategy which seeks to support the welfare of Council staff and members.

**Is this a new or existing policy? Existing**

**2. Complete the table below, considering whether the proposed policy/service/function/strategy could have any potential positive, or negative impacts on groups from any of the protected characteristics (or diversity strands) listed, using demographic data, user surveys, local consultations evaluation forms, comments and complaints etc.**

Equality Group	Does this policy/service/function/strategy have a positive or negative impact on any of the equality groups?  Please state which for each group	Please describe why the impact is positive or negative. If you consider this policy etc is not relevant to a specific characteristic please explain why
<b>Age</b>	Positive	The Plan has been developed to be inclusive of the extensive age range of officers and Members working for and on behalf of SKDC. The programme of activity offers a variety of wellbeing sessions that are easily accessed and suitable for all age groups.
<b>Disability</b>	Positive	Part of the action plan focuses on the promotion of the Council's Employee Assistance Programme (EAP). The Council's EAP provides support for staff who may be experiencing mental or physical difficulties, including disability or long-term illness.

		The wellbeing sessions outlined in the action plan were provided virtually and were therefore accessible to staff who may have trouble physically attending sessions.
<b>Race</b>	Positive	The Plan has been developed to be inclusive of the diversity of officers and Members working for and on behalf of SKDC. The programme of activity offers a variety of wellbeing sessions that are easily accessed and suitable for all.
<b>Gender Reassignment</b>	Positive	Whilst this Authority currently has no employees or elected Members that publicly identify as transgender or that have stated they have undergone gender reassignment the activities contained within the Mental Health and Wellbeing Action Plan are accessible to and respectful of all.
<b>Religion or Belief</b>	Positive	The Plan has been developed to be inclusive of the diversity of officers and Members working for and on behalf of SKDC. The programme of activity offers a variety of wellbeing sessions that were developed to provide equal opportunity for all. This included the organisers of the plan being mindful of days/times of religious note and cultural differences to avoid inadvertent exclusion.
<b>Sex</b>	Positive	Wellbeing sessions outlined in the action plan catered for a diverse range of issues faced by both sexes. Wellbeing sessions which focused specifically on supporting both men and women's health issues were provided. These activities were also suitable for those who do not identify by gender.

<b>Sexual Orientation</b>	Positive	The Plan has been developed to be inclusive of the multiplicity of officers and Members working for and on behalf of SKDC. The programme of activity offers a variety of wellbeing sessions that are easily accessed and suitable for all.
<b>Pregnancy and Maternity</b>	Positive	Part of the action plan focuses on the promotion of the Council's Employee Assistance Programme (EAP). The Council's EAP provides support for staff who may be experiencing difficulties relating to pregnancy and maternity.
<b>Marriage and Civil Partnership</b>	Positive	The Plan has been developed to be inclusive of all officers and Members working for and on behalf of SKDC. The programme of activity offers a variety of wellbeing sessions that are easily accessed regardless of protected characteristic
<b>Carers</b>	Positive	Wellbeing sessions outlined in the action plan ran virtually and so were accessible for carers who may otherwise have not been able to attend due to the requirements of their caring responsibilities
<b>Other Groups (e.g. those from deprived (IMD*) communities; those from rural communities, those with an offending past)</b>  *(IMD = Indices of multiple deprivation)	Positive.	The programme, including access to the Council's Employee Assistance Programme (EAP) was provided virtually and without cost to employees or elected Members. Therefore there were no barriers to participation relating to rurality or socio-economic factors.

<b>General comments</b>	The Action Plan sets out both generic and topic-specific activity and practise to improve mental health and wellbeing. Whilst participation in the workshops, social and leisure activities was voluntary, the programme was designed to have a positive impact on an equitable basis. The involvement and support from the broader management team to address the financial and, for some, emotional impact of working from home has led to improvements in the practises and policies of the Council.
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**3. What equality data/information did you use to inform the outcomes of the proposed policy/service/function/strategy? (Note any relevant consultation who took part and key findings)**

Workforce data collected via iTrent and the responses to the Pulse Survey determined the content of the Action Plan
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**If there are any gaps in the consultation/monitoring data, how will this be addressed?**

Success of the programme will be monitored throughout its lifespan in order to address any identified issues or to adapt or improve the programme going forward.
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**4. Outcomes of analysis and recommendations (please note you will be required to provide evidence to support the recommendations made): Please check one of the options.**

a)	No major change needed: equality analysis has not identified any potential for discrimination or for negative impact and all opportunities to promote equality have been taken	<input checked="" type="checkbox"/>
<b><i>If you have checked option a) you can now send this form to the Lead Officer and your Neutral Assessor for sign off</i></b>		
b)		<input type="checkbox"/>
<b><i>If you have checked option b) you will need to answer questions b.1 and b.2</i></b>		
c)		<input type="checkbox"/>
<b><i>If you have checked option c) you will need to answer questions c.1</i></b>		
d)		<input type="checkbox"/>

- b.1 In brief, what changes are you planning to make to your proposed policy/service/function/strategy to minimise or eliminate the negative equality impacts?**

- b.2 Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.**

***If you have checked option b) you will need to complete a Stage 2 equality analysis***

- c.1 Please provide an explanation in the box below that clearly sets out your justification for continuing with the proposed policy/function/service/strategy.**

***If you have checked option c) you will need to complete a Stage 2 equality analysis. You should consider in stage 2 whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.***

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**Signed (Lead Officer):** Alice Atkins  
*(Name and title)* Graduate

**Date completed:** 21/10/21

**Signed (Neutral Assessor):** Carol Drury  
*(Name and title)* Senior Community Development Officer

**Date signed off:** 22/10/21