

Equality and Safety Impact Assessment



The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people's needs. The Council's Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Health and Wellbeing Strategy 2026
Brief Service Profile (including number of customers)	
<p>The Southampton Health and Wellbeing Board is a statutory forum where political, clinical, professional and community leaders from across the care and health system come together to improve the health and wellbeing of the local population and reduce health inequalities. Health and Wellbeing boards were established under the Health and Social Care Act 2012 with set statutory functions and a core membership. The Health and Wellbeing Board is a committee of Southampton City Council and creating a health and wellbeing strategy, based on the needs of the local population, is a statutory function of the board.</p> <p>The Health & Wellbeing Strategy 2026 incorporates the strategic ambition of the Health and Care Partnership no longer necessitating a separate Health and Care Strategy bringing a cohesive approach to the health and wellbeing system for Southampton. The strategy covers the entire resident population of Southampton. It also supports delivery of the 10-year City Plan, a shared ambition across partners, which sets out five missions: to make Southampton a more equal, healthier, safer, greener and growing city. <i>The Health and Wellbeing Strategy is Southampton's commitment to delivering the Healthier Southampton mission.</i></p> <p>The strategy is structured around four overarching themes: Starting Well, Staying Well, Connecting Well, and Financially Well. Each theme has been carefully chosen to reflect the most pressing needs of our Southampton population and where action can make a positive difference. Starting and staying well represent a lifecourse approach underpinned by social connectedness (connecting well) and financial wellbeing, which are recognised as being closely interconnected with one another and key building blocks of health.</p>	

Our vision is for Southampton to be a place where *everyone can live healthy, active and independent lives, create positive social connections, and maximise financial wellbeing*. We aim to foster a city where health and wellbeing is supported throughout life and when services are needed, they are integrated across sectors and are responsive to the needs of individuals.

Nine principles underpin the strategy and should be evidenced in delivery and are relevant to equality.

1. Collaborative

Partnership and integration across statutory, voluntary and community

organisations: This principle emphasises the importance of collaboration between Southampton City Council, the NHS, voluntary and community organisations to create a joined approach to health and wellbeing. By working together expertise and resources can be shared and our services can be well-coordinated and accessible to all.

2. Co-produced

We will learn from and work with communities, building upon their strengths and lived experience:

This principle emphasises the value of involving communities in the development, implementation and evaluation of our work. By co-producing work with our communities, the strategy aims to build upon their strengths and lived experiences to create more effective and relevant solutions.

3. Equitable

An inclusive approach that considers different types of health inequalities and with an intensity and scale based on need:

This principle focuses on addressing differences in health outcomes between different groups of people, by considering various factors such as socioeconomic status, ethnicity, gender, and disability. It advocates for a balanced approach that combines universal health interventions with targeted measures for those in greatest need in our city. It aims to ensure that everyone benefits from health initiatives while addressing the specific needs of disadvantaged groups.

4. Balanced

Mental health is valued the same as physical health and gets the same recognition and support that physical health does (parity of esteem):

This principle highlights the importance of treating mental health with the same level of importance as physical health. It acknowledges that mental and physical health are interconnected, and that promoting mental wellbeing is essential for overall health.

5. Preventative

Prevention and early intervention will be maximised: This principle advocates for proactive measures to prevent health issues before they arise and to intervene early when

problems are identified. By focusing on prevention and early intervention, the strategy aims to preserve healthy life and improve long-term health outcomes.

6. Holistic

People receive high quality and safe, integrated, proactive and personalised care and support provided at the right time in the right place: This principle ensures that individuals receive care and support that is tailored to their specific needs, delivered in a timely and appropriate manner. It emphasises the importance of high-quality, safe, and integrated care and support that is proactive in addressing health concerns and built upon their strengths.

7. Sensitive

Social, cultural and trauma-informed considerations in delivering actions, service provision and support: This principle recognises the impact of social and cultural factors, as well as past trauma, on health and wellbeing. It advocates for services that are sensitive to these factors and that provide support in a way that is respectful and responsive to individual experiences.

8. Evidence-based

Using better evidence to make better decisions: This principle advocates for the use of robust evidence to inform decision-making processes and is at the heart of our Southampton [Health Determinants Research Collaboration](#). By relying on high-quality data, including qualitative data and case studies, the strategy aims to ensure that interventions are effective and that resources are allocated efficiently. Insight and learning from innovative approaches will be shared.

9. Sustainable

Climate change and sustainability will be considered in all areas of focus: This principle highlights the importance of integrating climate change and sustainability considerations into all our health and wellbeing initiatives. It recognises that environmental factors play a crucial role in health and advocates for actions that promote environmental sustainability, green growth and climate resilience.

Within each priority theme is an area of focus which determine strategic ambition and the actions that will make a difference to people living in Southampton.

The areas of focus aligned to each theme are as follows:

Theme 1: Starting Well - Ensuring Every Child Has the Best Start in Life

Area of focus one: A Whole System Approach to Childhood Obesity

Theme 2: Staying Well - Ensuring People Are Supported to Live Healthy Lives and Maintain Health as They Age

Area of focus: Maintaining independence through integrated, proactive and personalised care and support

Theme 3: Connecting Well - Ensuring People Enjoy Social Connection in Safe and Healthy Spaces

Area of focus: Supporting communities to be physically and creatively active

Theme 4: Financially Well - Ensuring People Are Supported to Maximise Their Financial Wellbeing

Area of focus: Maximising opportunities for skills, training, and employment

Summary of Issues and Impact

This section gives an overview of the local issues in Southampton. For more insight into the population, health and economy of Southampton, please see the [Southampton Data Observatory](#).

Southampton has a population of 264,957 people and is due to increase 7.5% by 2030. Despite having a large proportion of younger people due to being a university city, the older population is projected to grow proportionately more than any other age group in the next few years. The number of people aged over 65 is projected to increase by 18% by 2030, increasing to 26% in the number of people aged over 80. Life expectancy has increased, and birth rates have fallen over time, with people having fewer children and later in life, meaning that the older aged population has grown faster than the overall population. The relative proportion of the total population in Southampton of working age will therefore decrease, potentially impacting productivity and the skill pool of the local population. There may also be fewer people available for informal and community care.

Southampton is a diverse and deprived city. It is ranked 55th out of 317 local authorities in England in the [Index of Multiple Deprivation](#) (IMD 2019) where 1st would be the most deprived local authority area. The city's average deprivation rank is higher than comparator cities like Bristol (82nd), Leeds (92nd), and Sheffield (93rd).

Deprivation and inequalities between neighbourhoods in Southampton are significant and continue to be a driver for poor health outcomes. Life expectancy in Southampton varies drastically between the most and least deprived areas, with issues such as ill health (both physical and mental) also varying greatly across the city by neighbourhood. The biggest causes of death in Southampton are cardiovascular disease, respiratory disease, and cancer. Smoking is a leading cause for these and drives much of the inequality in mortality between people living in the most compared to the least deprived neighbourhoods.

Outcomes for children and young people in Southampton continue to be poorer than the national average, with outcomes significantly poorer (and starting earlier in life) for those residents living in the most compared to the least deprived areas of the city.

The non-medical factors that affect our health and wellbeing are often referred to as 'wider determinants', 'social determinants' or the 'building blocks' of health. These are a diverse range of social, economic, commercial, and environmental factors that impact on the health and wellbeing of the population. Ultimately these create the conditions in which people in Southampton are born, grow, live and work. Examples include education, skills and employment, housing, the built environment and income. The Marmot Review (2010)

emphasised the strong and continuous link between inequalities in wider determinants and disparities in health outcomes and the draft health and wellbeing strategy recognises the importance exemplified by the theme of financial wellbeing and the link with maximising skills, training and good employment, or ensuring those eligible for benefits receive them

Potential Positive Impacts

The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on health and wellbeing if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.

The four themes and areas of focus have been carefully selected based on the needs of the Southampton population, prioritised through analysis of data, stakeholder involvement, Health and Care Partnership Board and Health and Wellbeing Board membership consultation, and resident surveys. Inevitably, having a limited number of areas of focus mean that some other areas that could have benefit to health and wellbeing have not been referenced. The focus of the strategy should not detract from the importance of other topics, business as usual approaches to health and care, or the links with other strategies that also have direct health impacts such as the [housing strategy](#).

**Approved by
Senior Managers**

Debbie Chase, Director of Public Health, Southampton City Council

Date

7th August 2025

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	<p>The Health and Wellbeing Strategy is likely to have a positive impact on people of all ages through the priority themes of starting well and staying well which represent a life course, coupled with connecting well and having financial wellbeing, key to good health and wellbeing throughout life.</p> <p>Starting well covers the period from pre-conception to end of childhood and the focus on a whole system approach to childhood obesity and improving healthy weight of children is likely to have a positive short term and</p>	Nine key principles of the strategy to be evidenced in delivery.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>long-term impact on children as they grow.</p> <p>Staying well covers adults of all ages and especially as they age into later life and the area of focus is on protecting independence with integrated, proactive and personalised care. Helping people stay physically active throughout their lives, reducing harmful effects of alcohol and smoking, and ensuring the right help at the right time for people with additional health or care needs can be realised through the delivery of the strategy.</p>	
Disability	<p>17.7% (43,937) of residents identify as having a disability under the Equality Act (2021 Census); 0.5% (1,648) of registered patients are diagnosed with a learning disability (2023/24).</p> <p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on disabled people if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances. There is a particular ambition to ensure opportunities for physical and creative activity are inclusive and meet the needs of disabled people in connecting well and more disabled people are supported into work, or to stay in work, in the financially well area of focus. This also includes people with a learning disability.</p>	Nine key principles of the strategy to be evidenced in delivery.
Gender Reassignment	The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on people who have gender	Nine key principles of the strategy to be evidenced in delivery.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>reassignment if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.</p> <p>There is limited data on gender reassignment within health outcomes and health record systems which makes assessment of equity more difficult in the axis of gender reassignment.</p>	
Marriage and Civil Partnership	<p>36.5% (74,519) of residents are married or in a registered civil partnership (2021 Census).</p> <p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on people who are in a marriage or civil partnership if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.</p>	Nine key principles of the strategy to be evidenced in delivery.
Pregnancy and Maternity	<p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on people during pregnancy and maternity if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.</p>	Nine key principles of the strategy to be evidenced in delivery.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>Ensuring the right care at the right time in the right place is equally important in pregnancy and maternity and aligns to the holistic principle.</p> <p>The starting well theme and focus on whole system approach to childhood obesity recognises the importance of pre-conception, the antenatal and neonatal period, early childhood and beyond in supporting healthy weight.</p>	
Race	<p>Southampton is a diverse city with nearly 160 languages spoken (2024); 31.9% (79,439) residents consider themselves other than white British (2021 Census), comprising 12.6% other white, 10.6% Asian or Asian British, 3.0% Black, Black British, Caribbean or African, 3.3% mixed or multiple ethnicity, and 2.3% other ethnicity.</p> <p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on people of all races if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances. There is recognition of inequality in outcomes of some of the key areas of focus across different ethnic groups such as the healthy weight of children and proportion reaching healthy levels of physical activity. In the principle of equity, proportionate to need, and the ambitions in areas of focus, the strategy should have a positive effect on inequality by ethnicity.</p>	<p>Nine key principles of the strategy to be evidenced in delivery.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Religion or Belief	<p>50% (124,510) of residents in the city consider themselves to have a religion: 40.1% (99,910) Christian, 5.6% (13,893) Muslim, 1.7% (4,192) Sikh; 43.4% (108,000) have no religion (2021 Census);</p> <p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on people of all religions if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate to their needs and sensitive to their circumstances.</p>	Nine key principles of the strategy to be evidenced in delivery.
Sex	<p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on people of all sexes if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.</p> <p>There is no specific focus on either women's health or men's health in any of the areas of focus within the strategy suggesting no individual sex will be more positively or negatively impacted by the strategy but sex specific outcomes will need to be considered in order to ensure equity can be achieved proportionate to need</p>	Nine key principles of the strategy to be evidenced in delivery.
Sexual Orientation	(10,082) of residents identify as LGBTQ+ (2021 Census)	Nine key principles of the strategy to be evidenced in delivery.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on people of all sexes if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.</p> <p>There is limited data on sexual orientation within health outcomes and health record systems which makes assessment of equity more difficult in the axis of sexual orientation.</p>	
Community Safety	<p>The strategy promotes safe public spaces to help realise the third priority area of connecting well. This will be achieved through existing safe city partnership working. The delivery of the strategy should have a positive impact rather than a negative impact on community safety through its ambition. Co-production is also key to ensure that any services or actions taken work for everyone and listen to the concern people may have around community safety.</p>	<p>Ensure partnership working to create safe spaces and social connection.</p>
Poverty	<p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on poverty if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.</p>	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>Specifically, within the consideration of health inequalities to achieve equity, additional or different approaches might be needed for specific groups or communities to achieve the same health outcomes but proportionate to need. Actions also need to be based on lived experience and co-produced to ensure they work for people who need them most. This all applies to people living in the most deprived neighbourhoods in the city.</p> <p>If realised, the ambitions within the financially well theme focusing on maximising skills, training and employment should have a positive impact on poverty. Crucially it is important that people living in the city benefit in these approaches rather than only people working in the city, otherwise there is a risk that the income gap between people living compared to working in the city could widen further.</p> <p>Through a focus on supporting people to stay in employment after they develop health conditions, the strategy should also have a positive effect on reducing risk of people losing income and moving towards poverty.</p>	
Health & Wellbeing	<p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on health and wellbeing if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all</p>	

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>people, based and proportionate on their needs and sensitive to their circumstances.</p> <p>The four themes and areas of focus have been carefully selected based on the needs of the Southampton population, prioritised through analysis of data, stakeholder involvement, and resident surveys. Inevitably, having a limited number of areas of focus mean that some other areas that could have benefit to health and wellbeing have not been referenced. The focus of the strategy should not detract from the importance of other topics, business as usual approaches to health and care, or the links with other strategies that will have direct health impacts such as housing.</p>	
Care-Experienced	<p>The Health and Wellbeing Strategy is inclusive of all people. It should have a positive impact on care experienced if the nine principles are realised and evidenced in the delivery of the strategy, especially principles of being co-produced, equitable, balanced and sensitive to ensure actions are appropriate for all people, based and proportionate on their needs and sensitive to their circumstances.</p> <p>Specifically for older people, the focus on integrated, proactive and personalised care should positively benefit the experience. Through integration it should help people feel listened to, less repetitive and more joined up.</p>	Monitor engagement and outcomes
Other Significant Impacts	No other significant impacts have been identified at this time.	

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