

Shropshire Council
Equality, Social Inclusion and Health Impact Assessment (ESHIA)
Stage One Screening Record 2026

Please note that part A and part B of this document should be completed.

A. Summary Sheet on Accountability and Actions

Name of proposed service change
<i>Design of New Dwellings Supplementary Planning Document</i>

Name of the officer carrying out the screening
<i>Daniel Corden</i>

Decision, review, and monitoring

Decision	Yes	No
Initial (Stage One) ESHIA Only?	X	
Proceed to Stage Two Full ESHIA or HIA (part two) Report?		X

If completion of a Stage One screening assessment is an appropriate and proportionate action at this stage, please use the boxes above, and complete both part A and part B of this template. If a Full or Stage Two report is required, please move on to full report stage once you have completed this initial screening assessment as a record of the considerations which you have given to this matter.

Assessment of likely neutral, negative impact or positive impact of the service change in terms of equality and social inclusion considerations
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Preparation of the draft Supplementary Planning Document (hereafter SPD) for the design of new dwellings and this ESHIA have been informed by a period of public consultation.

Following this consultation, the equality impacts continue to be anticipated to be within a range of neutral to low positive to potentially medium positive across all the nine Protected Characteristic groupings defined by the Equality Act 2010.

There is potential for this to rise to medium positive equality impact for people in the groupings of Age and Disability, where there will be intersectionality, and Pregnancy and Maternity. Additionally, there is potential for a range of neutral to medium positive equality impacts for those in the further groupings for whom the Council seeks to give due regard in its decision-making processes, ie Other – Social Inclusion, Other – Carers, Other – Veterans and Service Members and their families, and Other – Young People Leaving Care. Across all these groupings, the impacts would be low to medium positive in terms of health and well-being opportunities arising from the achievement of the high-quality design of new residential development. This includes housing that reflects need, is accessible and adaptable, includes specialist housing for older people and those with disabilities and special needs, includes affordable housing, promotes active travel, and includes well-designed and accessible open space and green infrastructure.

The draft Design of New Dwellings SPD is anticipated to have positive health impacts, by enhancing the design of new dwellings. Enhancing layout and integration (connectivity to and through the site) of dwellings can support active travel and associated health and well-being benefits; enhanced provision of open space and green infrastructure would promote access and healthy and active lifestyles; and more inclusive and sustainable designs can meet the needs of communities and individuals with associated health and well-being impacts.

In particular, positive equality impacts may be achieved for groups including older people, people with physical, visual, auditory or learning disabilities, families with young children, and individuals with neurodiverse conditions, where refinements and enhancements to site layout support safer, more comfortable, and more navigable journeys around neighbourhoods.

The design considerations within the draft SPD include:

- Layout – making the most of the site, relationship to surroundings, and navigation.
- Character and appearance – a memorable place, enhancing character and appearance, and design.
- Integration – safe and convenient movement; green infrastructure and wildlife corridors; and access to services, facilities, sports and play.
- Inclusivity and sustainability – healthy and active lifestyles, inclusive and multi-generational communities, sustainability and transition to net zero, and biodiversity and heritage.
- Function – responding to current and future needs of communities, amenity, and safe and secure design.

Assessment of likely neutral, negative or positive impact of the service change in terms of health and wellbeing considerations

Preparation of the draft Supplementary Planning Document for the design of new dwellings and this ESHIA have been informed by a period of public consultation.

The draft Design of New Dwellings SPD identifies both ‘high-level’ and ‘technical’ design guidance for new dwellings in Shropshire. In this way, it provides guidance to support the understanding and application of design policies in the adopted Development Plan.

From a health and well-being perspective, it is anticipated that the draft SPD will support applicants in preparing planning applications for new dwellings which achieve a high-quality design.

Such design will support achievement of an effective layout and integration (connectivity to and through the site), which supports easy navigation, safe and convenient movement, and natural surveillance of public realm, thereby ensuring they are perceived as safe by pedestrians and cyclists, even during the darker winter months where exercise levels reduce. Such modes of active travel have

clear health and well-being benefits and support wider council priorities and plans such the Health & Wellbeing, and Healthy Weight Strategies. Promotion of active travel can also support against cost-of-living pressures where non-car travel to employment or education is practical. Incorporating high-speed internet as a baseline will allow for greater employment opportunities (both in and out of county) for working from home or allowing disabled persons to take up opportunities previously unavailable to them.

Such design will also include meaningful open space, public realm, landscaping and green infrastructure – thereby supporting and encouraging healthy and active lifestyles and promoting mental and physical well-being across groupings.

The draft SPD includes specific guidance on achieving inclusivity and sustainability through design on new dwellings. This will promote healthy and active lifestyles and inclusive/multi-generational communities.

There are additional positive impacts in terms of the recognised positive mental well-being that may accrue from meeting housing needs. Access to housing is a crucial determinant of health.

Actions to review and monitor the impact of the service change in terms of equality, social inclusion, and health considerations

Preparation of the draft Supplementary Planning Document for the design of new dwellings and this ESHIA have been informed by a period of public consultation.

The respondents to this consultation included statutory organisations, representatives of the development industry, community and advocate groups and individuals. It is considered that this range of respondents provided an appropriate basis for the consideration of wider views on the draft content of the document.

The implementation of this draft SPD will be monitored through the Council's Authority Monitoring Report processes.

The Council will draw upon the learning from pedestrianisation efforts in market towns in Shropshire, which are building upon Covid-19 measures that led to improved physical access around towns by people in Protected Characteristic groupings and those we may describe as vulnerable. The Council will also draw upon strategic policy around public transport infrastructure including Active Travel, and best alignment with economic growth strategy development and with implementation of cultural and leisure strategy actions. These strategies all very much include efforts to promote social inclusion and in so doing achieve equality of opportunity for people in Protected Characteristic groupings to safely access economic, leisure and cultural opportunities in market towns.

Associated ESHIAs

ESHIA for the consultation draft of the Design of Residential Extensions SPD.

ESHIA for the consultation draft of the Design of New Dwellings SPD.

ESHIA for the final draft of the Design of New Dwellings SPD.

ESHIA for the final draft of the Ironbridge Gorge WHS SPD.

ESHIA for the draft Shrewsbury Town Centre Design Code.

ESHIA for the Shropshire Economic Growth Strategy 2022-2027.

ESHIA for the Scoping Consultation Document of the next Shropshire Local Plan.

Assessment of likely neutral, negative or positive impact, and actions to review and monitor overall impacts, with regard to climate change impacts and with regard to economic and societal impacts

The draft Design of New Dwellings SPD identifies both ‘high-level’ and ‘technical’ design guidance for new dwellings in Shropshire. In this way, it supports the understanding and application of design policies in the adopted Development Plan.

The design guidance in this SPD has been informed by a period of public consultation.

Climate change

The draft SPD would provide guidance and information to support the understanding and application of policies within the adopted Local Plan, which plans for the long term sustainable development of Shropshire – social, economic and environmental benefits.

Design guidance in the draft SPD support resilience and adaptation to our changing climate, with guidance on sustainable development, the transition to net zero through energy and water efficiency. This includes promoting the:

- Maximisation of fabric energy efficiency of new dwellings.
- Management of travel behaviours to minimise need for travel and encourage use of active/public transport.
- Reduction of waste and re-use/re-cycling during construction and operation.
- Principle of identifying opportunities to integrate and support community initiatives for on-site low carbon and renewable energy generation.
- Incorporation of measures to respond to our changing climate, including sustainable drainage, green infrastructure, water efficiency and flood risk management.
- Consideration of opportunities to minimise embodied carbon, support nature-based carbon sequestration, and offset carbon emissions.

The draft SPD is therefore expected to have a positive outcome on the climate change impacts listed below:

- Energy and fuel consumption (buildings and/or travel).
- Renewable energy generation.
- Carbon offsetting or mitigation.
- Climate change adaptation.

Economic and societal/wider community





The draft SPD would provide guidance and information to support the understanding and application of policies within the adopted Local Plan, which plans for the long term sustainable development of Shropshire – social, economic and environmental benefits.

Design guidance in the draft SPD supports the achievement of inclusivity within new residential development. This includes promoting the achievement of:

- An inclusive layout which allows people of any age, gender, and ability to access and use the site, including people who are in a caring role and those for whom they care. This could be families, people with physical or sensory disabilities, people with learning disabilities, and people with neurodiverse conditions.
- New dwellings which support accessibility and adaptability to meet the changing needs of occupiers.
- Specialist housing for older people and those with disabilities and special needs.
- Affordable housing which is indistinguishable and thoughtfully distributed.
- Design and layout which supports community interaction and spending time outdoors.
- Key routes through the site which provide places to sit, chat, and play; and utilise surfaces and features that support use by people with what may be a range of disabilities and by children and young people and their families and carers. visual, mobility, or other limitations.



The achievement of a high-quality design of new dwellings has a key place shaping benefit, providing societal and community benefit.

Scrutiny at Stage One screening stage

People Involved	Signatures	Date
Lead officer for the proposed service change Mr Edward West		11/05/2026
Officer carrying out the screening Mr Daniel Corden		11/05/2026
External support* Mrs Lois Dale Senior Insights and Research EDI Specialist		13/05/2026
Mr Phillip Northfield Integration & Inequalities Officer – Public Health		14/05/2026

**This refers to support external to the service and within the Council, e.g., the Senior Insights and Research EDI specialist, the Integration & Inequalities Officer – Public Health, other Insights and Research or Public Health colleagues, the Feedback and Insight Team, Climate Change specialists, etc.*

Sign off at Stage One screening stage

Name	Signatures	Date
Lead officer's name Mr Daniel Corden		11/05/2026
Service manager's name Mr Edward West		11/05/2026

**This may either be the Head of Service or the lead officer*

B. Detailed Screening Assessment

Aims of the service change and description
<p>The aim of the draft Design of New Dwellings SPD is to provide both 'high-level' and 'technical' design guidance for new dwellings in Shropshire. In this way, it will support the understanding and application of design policies in the adopted Development Plan.</p> <p>The design considerations addressed within this draft SPD include:</p> <ul style="list-style-type: none"> • Layout – making the most of the site, relationship to surroundings, and navigation. • Character and appearance – a memorable place, enhancing character and appearance, and design.

- Integration – safe and convenient movement; green infrastructure and wildlife corridors; and access to services, facilities, sports and play.
- Inclusivity and sustainability – healthy and active lifestyles, inclusive and multi-generational communities, sustainability and transition to net zero, and biodiversity and heritage.
- Function – responding to current and future needs of communities, amenity, and safe and secure design.

Once adopted, it would be used by Shropshire Council Planning Officers as a material consideration when determining Planning Applications or Permitted Development (PD) 'prior approval' requests for new dwellings.

Intended audiences and target groups for the service change

The draft Design of New Dwellings SPD would identify key design considerations for all parties considering and involved in construction of new dwellings in Shropshire. It would also provide planning guidance to all parties interested in and considering commenting on 'live' planning applications for new dwellings.

Users and stakeholders for the SPD would include:

- Local residents and potential future residents.
- Architects, planners, and the construction industry.
- Town and Parish Councils.
- Statutory Agencies.
- Unitary Authorities (Shropshire Council).
- Local MPs.
- Government Departments and Agencies.

Once adopted, the SPD would form a material consideration when determining planning applications for new dwellings within the Council's administrative area.

Evidence used for screening of the service change

Shropshire Council adopted Development Plan (consisting of the Core Strategy; Site Allocations and Management of Development (SAMDev) Plan; and 'made' Neighbourhood Plans).

Specific consultation and engagement with intended audiences and target groups for the service change

Preparation of the draft Supplementary Planning Document for the design of new dwellings and this ESHIA have been informed by a period of public consultation.

This consultation occurred between 17 October 2025 and 14 January 2026 and in total some 53 responses were received.

The consultation process complied with Shropshire Council's Statement of Community Involvement and national policy on the preparation/engagement on SPDS. Consultation materials were made available on the Shropshire Council website, the consultation was supported by a press release, and notification correspondence was issued to all parties on the Council's Local Plan consultation database.

The respondents to this consultation included statutory organisations, representatives of the development industry, community and advocate groups and individuals. It is considered that this range of respondents provided an appropriate basis for the consideration of wider views on the draft content of the document.

A summary of these responses and a Council response / summary of actions has been prepared.

Initial equality impact assessment by grouping (Initial health impact assessment is included below this table)

Please rate the impact that you perceive the service change is likely to have for a grouping, through stating this in the relevant column, including if it is anticipated to be neutral (no impact).

Please also record in here your headline rationale for the ratings you have given.

Protected Characteristic groupings and other groupings locally identified in Shropshire	High negative impact <i>Stage Two ESHIA required</i>	High positive impact <i>Stage One ESHIA required</i>	Medium positive or negative impact <i>Stage One ESHIA required</i>	Low positive, negative, or neutral impact (please specify) <i>Stage One ESHIA required</i>
<u>Age</u> (please include children, young people, young carers, young people leaving care, people of working age, older people. Some people may belong to more than one group e.g., a child or young person for whom there are safeguarding concerns e.g., an older person with a disability)			√Low to Medium positive	
<u>Disability</u> (please include cancer; HIV/AIDS; learning disabilities; mental health conditions and syndromes; multiple sclerosis; neurodiverse conditions such as autism; hidden disabilities such as Crohn's disease; physical and/or sensory disabilities or impairments)			√Low to Medium positive	

Protected Characteristic groupings and other groupings locally identified in Shropshire	High negative impact <i>Stage Two ESHIA required</i>	High positive impact <i>Stage One ESHIA required</i>	Medium positive or negative impact <i>Stage One ESHIA required</i>	Low positive, negative, or neutral impact (please specify) <i>Stage One ESHIA required</i>
<u>Gender re-assignment</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				√Neutral to low positive
<u>Marriage and Civil Partnership</u> (please include associated aspects: caring responsibility, potential for bullying and harassment)				√Neutral to low positive
<u>Pregnancy and Maternity</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)			√Low to Medium positive	
<u>Race</u> (please include ethnicity, nationality, culture, language, Gypsy, Roma, Traveller)				√Neutral to low positive
<u>Religion or Belief</u> (please include Buddhism, Christianity, Hinduism, Islam, Jainism, Judaism, Nonconformists; Rastafarianism; Shinto, Sikhism, Taoism, Veganism, Zoroastrianism, and any others)				√Neutral to low positive
<u>Sex</u> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				√Neutral to low positive
<u>Sexual Orientation</u> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				√Neutral to low positive
<u>Other: Social Inclusion</u> (please include households in poverty or on low incomes; people for whom there are safeguarding concerns; people you consider to be vulnerable; people with health inequalities; refugees and asylum seekers; rough sleepers and those at risk of homelessness; and rural communities)			√Low to Medium positive	
<u>Other: Carers</u> (please include families and friends with caring responsibilities)			√Low to Medium positive	

Protected Characteristic groupings and other groupings locally identified in Shropshire	High negative impact <i>Stage Two ESHIA required</i>	High positive impact <i>Stage One ESHIA required</i>	Medium positive or negative impact <i>Stage One ESHIA required</i>	Low positive, negative, or neutral impact (please specify) <i>Stage One ESHIA required</i>
<u>Other: Veterans and serving members of the armed forces and their families (as per Armed Forces Act 2023)</u>			√Low to Medium positive	
<u>Other: Young people leaving care</u>			√Low to Medium positive	

Initial health and wellbeing impact assessment by category

Please rate the impact that you perceive the service change is likely to have with regard to health and wellbeing, through stating this in the relevant column, including if it is anticipated to be neutral (no impact).

Please also record in here your headline rationale for the ratings you have given.

Health and wellbeing: individuals and communities in Shropshire	High negative impact <i>Part Two HIA required</i>	High positive impact	Medium positive or negative impact	Low positive negative or neutral impact (please specify)
<p>Will the proposal have a <i>direct impact</i> on an individual's health, mental health and wellbeing?</p> <p>For example, would it cause ill health, affecting social inclusion, independence and participation?</p>			√Medium positive – improvements to neighbourhood design and community spaces will lead to greater connectivity between groups and individuals, encouraging social inclusion.	
<p>Will the proposal <i>indirectly impact</i> an individual's ability to improve their own health and wellbeing?</p> <p>For example, will it affect their ability to be physically active, choose healthy food, reduce drinking and smoking?</p>			√Medium positive – availability of green spaces and active travel routes will enable an increase in non-car related travel and increase in physical activity.	

Health and wellbeing: individuals and communities in Shropshire	High negative impact <i>Part Two HIA required</i>	High positive impact	Medium positive or negative impact	Low positive negative or neutral impact (please specify)
<p>Will the policy have a <i>direct impact</i> on the community - social, economic and environmental living conditions that would impact health?</p> <p>For example, would it affect housing, transport, child development, education, employment opportunities, availability of green space or climate change mitigation?</p>			<p>√Medium positive – green spaces are well researched in improving mental wellbeing, and green spaces provide natural cooling and cover from potential heat and UV related health impacts such as sunburn, heatstroke/exhaust ion and skin cancers.</p>	
<p>Will there be a likely change in <i>demand</i> for or access to health and social care services?</p> <p>For example: Primary Care, Hospital Care, Community Services, Mental Health, Local Authority services including Social Services?</p>				<p>√Neutral – potential for a small reduction in demand for avoidable health conditions due to a possible increase in active travel, physical activity and improved mental wellbeing through improved design.</p>

Initial health equity assessment	
<p>For the following categories, please complete with the expected impacts of this service change on wider inequalities, not just those that are health-related (whether positive, negative, or neutral) – include any additional information you feel is pertinent or useful.</p> <p>Consider and record which you can control, which you can influence, and which may be out of your control.</p>	
<p>Which population groups/demographics will face health impacts as a result of this change (if any)?</p> <ul style="list-style-type: none"> • Socio-Economically Deprived • Geographic Deprivation (inc. Rurality) – <i>if so, where?</i> • Inclusion Health & Vulnerable Groups¹ • Other 	<p>It is anticipated that the draft SPD will support all applicants irrespective of economic circumstances, rurality, health or social status in preparing planning applications preparing planning applications for new dwellings which achieve a high-quality design.</p> <p>Such design will support achievement of an effective layout and integration (connectivity to and through the site), which supports easy navigation, safe and convenient movement, and natural surveillance of public realm, thereby ensuring they are perceived as safe by pedestrians and cyclists, even during the darker winter months where exercise levels reduce. Such modes of active travel have clear health and well-being benefits and support wider council priorities and plans such the Health & Wellbeing, and Healthy Weight Strategies.</p>

	<p>Such design will also include meaningful open space, public realm, landscaping and green infrastructure – thereby supporting and encouraging healthy and active lifestyles.</p> <p>The draft SPD includes specific guidance on achieving inclusivity and sustainability through design on new dwellings. This will promote healthy and active lifestyles and inclusive/multi-generational communities.</p> <p>There are additional positive impacts in terms of the recognised positive mental well-being that may accrue from meeting housing needs.</p>
<p>What mitigations/enhancements are already in place, or what mitigations/enhancements do you plan to include for the foreseeable consequences of these changes?</p>	<p>Preparation of the draft Supplementary Planning Document for the design of new dwellings and this ESHIA have been informed by a period of public consultation.</p> <p>The implementation of this draft SPD will be monitored through the Council's Authority Monitoring Report processes.</p>

1- *Inclusion health is an umbrella term used to describe people who are socially excluded, who typically experience multiple overlapping risk factors for poor health, such as poverty, violence, and complex trauma. This includes people who experience homelessness, drug and alcohol dependence, vulnerable migrants, Gypsy, Roma and Traveller communities, sex workers, people in contact with the justice system and victims of modern slavery. Health impacts for this wide grouping will therefore potentially be the same as those recorded under the Social Inclusion category in the equality impact table.*

Guidance Notes

1. Legal Context

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. It is up to us as an authority to decide what form our equality impact assessment may take. By way of illustration, some local authorities focus more overtly upon human rights; some include safeguarding. It is about what is considered to be needed in a local authority's area, in line with local factors such as demography and strategic objectives as well as with the national legislative imperatives.

Carrying out these impact assessments helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision-making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

These screening assessments for any proposed service change go to Cabinet as part of the committee report, or occasionally direct to Full Council, unless they are ones to do with Licensing, in which case they go to Strategic Licensing Committee.

Service areas would ordinarily carry out a screening assessment, or Stage One equality impact assessment. This enables energies to be focussed on review and monitoring and ongoing evidence collection about the positive or negative impacts of a service change upon groupings in the community, and for any adjustments to be considered and made accordingly.

These screening assessments are recommended to be undertaken at timely points in the development and implementation of the proposed service change.

For example, a Stage One ESHIA would be a recommended course of action before a consultation. This would draw upon the evidence available at that time, and identify the target audiences, and assess at that initial stage what the likely impact of the service change could be across the national Protected Characteristic groupings and our additional local categories. This ESHIA would set out intended actions to engage with the groupings, particularly those who are historically less likely to engage in public consultation eg young people, as otherwise we would not know their specific needs.

A second Stage One ESHIA would then be carried out after the consultation, to say what the feedback was, to set out changes proposed as a result of the feedback, and to say where responses were low and what the plans are to engage with groupings who did not really respond. This ESHIA would also draw more upon actions to review impacts in order to mitigate the negative and accentuate the positive.

Meeting our Public Sector Equality Duty through carrying out these ESHIAs is very much about using them as an opportunity to demonstrate ongoing engagement across groupings and to thus visibly show we are taking what is called 'due regard' of the needs of people in Protected Characteristic groupings.

If the screening indicates that there are likely to be high negative impacts for groupings within the community, the service area would need to take advice on whether or not to carry out a full report, or Stage Two assessment. This is resource intensive but will enable more evidence to be collected that will help the service area to reach an informed opinion.

In practice, Stage Two or Full Screening Assessments have only been recommended twice since 2014, as the ongoing mitigation of negative equality impacts should serve to keep them below the threshold for triggering a Full Screening Assessment. The expectation is that Full Screening Assessments in regard to Health Impacts may occasionally need to be undertaken, but this would be very much the exception rather than the rule.

2. Council Wide and Service Area Policy and Practice on Equality, Social Inclusion and Health

This involves taking an equality and social inclusion approach in planning changes to services, policies, or procedures, including those that may be required by Government. The decisions that you make when you are planning a service change need to be recorded, to demonstrate that you have thought about the possible

equality impacts on communities and to show openness and transparency in your decision-making processes.

This is where Equality, Social Inclusion and Health Impact Assessments (ESHIA) come in. Where you carry out an ESHIA in your service area, this provides an opportunity to show:

- What evidence you have drawn upon to help you to recommend a strategy or policy or a course of action to Cabinet or to Strategic Licensing Committee.
- What target groups and audiences you have worked with to date.
- What actions will you take in order to mitigate any likely negative impact upon a group or groupings, and enhance any likely positive effects for a group or groupings; and
- What actions you are planning to monitor and review the impact of your planned service change.

The formal template is there not only to help the service area but also to act as a stand-alone for a member of the public to read. The approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions, or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

There are nine Protected Characteristic groupings defined in the Equality Act 2010. The full list of groupings is: Age; Disability; Gender Reassignment; Marriage and Civil Partnership; Pregnancy and Maternity; Race; Religion or Belief; Sex; and Sexual Orientation.

There is also intersectionality between these. Eg a young person with a disability would be in the groupings of Age and Disability, and if they described themselves as having a faith they would then also be in the grouping of Religion or Belief. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging, or delivering services.

For the individuals and groupings who may be affected, ask yourself what impact do you think is likely and what actions will you currently anticipate taking, to mitigate or enhance likely impact of the service change? If you are reducing a service, for example, there may be further use you could make of awareness raising through social media and other channels to reach more people who may be affected.

Social inclusion is then a wider additional local category we use in Shropshire, in order to help us to go beyond the equality legislation in also considering impacts for individuals and households with regard to the circumstances in which they may find themselves across their life stages. This could be households on low incomes, or households facing challenges in accessing services, such as households in rural areas, or people that we might consider to be vulnerable, such as refugee families or rough sleepers.

Please note that veterans and serving members of the armed forces and their families are a grouping to whom we are required to give due regard under Armed Forces legislation, although in practice we have been doing so for a number of years now.

We also identify two further distinct separate local groupings due to their circumstances: care leavers, as vulnerable individuals, and carers, due to the support they give and the support they need.

When you are not carrying out an ESHIA, you still need to demonstrate and record that you have considered equality in your decision-making processes. It is up to you what format you choose.-You could use a checklist, an explanatory note, or a document setting out our expectations of standards of behaviour, for contractors to read and sign. It may well not be something that is in the public domain like an ESHIA, but you should still be ready for it to be made available.

Both the approaches sit with a manager, and the manager has to make the call, and record the decision made on behalf of the Council.

Carry out an ESHIA:

- If you are building or reconfiguring a building.
- If you are planning to reduce or remove or reconfigure a service.
- If you are consulting on a policy or a strategy.
- If you are bringing in a change to a process or procedure that involves other stakeholders and the wider community as well as particular groupings

Carry out and record your equality and social inclusion approach:

- If you are setting out how you expect a contractor to behave with regard to equality, where you are commissioning a service or product from them.
- If you are setting out the standards of behaviour that we expect from people who work with vulnerable groupings, such as taxi drivers that we license.
- If you are planning consultation and engagement activity, where we need to collect equality data in ways that will be proportionate and non-intrusive as well as meaningful for the purposes of the consultation itself.
- If you are looking at services provided by others that help the community, we need to demonstrate a community leadership approach

3. Council wide and service area policy and practice on health and wellbeing

This is an area to record within our overall assessments of impacts, for which we ask service area leads to consider health and wellbeing impacts, and to look at these in the context of direct and indirect impacts for individuals and for communities.

A better understanding across the Council of these impacts will also better enable the Public Health colleagues to prioritise activities to reduce health inequalities in

ways that are evidence based and that link effectively with equality impact considerations and climate change mitigation.

Health in All Policies – Health Impact Assessment

Health in All Policies is an upstream approach for health and wellbeing promotion and prevention, and to reduce health inequalities. The Health Impact Assessment (HIA) is the supporting mechanism

- Health Impact Assessment (HIA) is the technical name for a process that considers the wider effects of local policies, strategies and initiatives and how they, in turn, may affect people's health and wellbeing.
- Health Impact Assessment is a means of assessing both the positive and negative health impacts of a policy. It is also a means of developing good evidence-based policy and strategy using a structured process to review the impact.
- A Health Impact Assessment seeks to determine how to maximise health benefits and reduce health inequalities. It identifies any unintended health consequences. These consequences may support policy and strategy or may lead to suggestions for improvements.
- An agreed framework will set out a clear pathway through which a policy or strategy can be assessed and impacts with outcomes identified. It also sets out the support mechanisms for maximising health benefits.

The embedding of a Health in All Policies approach will support Shropshire Council through evidence-based practice and a whole systems approach, in achieving our corporate and partnership strategic priorities. This will assist the Council and partners in promoting, enabling and sustaining the health and wellbeing of individuals and communities whilst reducing health inequalities.

Individuals

Will the proposal have a *direct impact* on health, mental health and wellbeing?

For example, would it cause ill health, affecting social inclusion, independence and participation?

Will the proposal directly affect an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to be physically active e.g., being able to use a cycle route; to access food more easily; to change lifestyle in ways that are of positive impact for their health.

Provision or change to a service that allows greater reach to those most in need, this can involve relocation, pooling of resource/efficiency changes, or digitisation of some provision. It may also involve greater opportunities for employment, decreasing socio-economic inequality. Physical alternatives to be made available (where practical) to be offered wherever possible to avoid digital exclusion and reduce social

isolation. These changes can be either positive or negative depending on the proposal.

An example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g., green highways), and changes to public transport that could encourage people away from car usage. and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve lives. It could also involve virtual support sessions/appointments to avoid unnecessary travel and provide greater flexibility with individuals work schedules. It may involve greater internet connectivity, to improve remote working opportunities and air pollution concerns, or improved communications coverage through closer partnership working – targeting those most in need of specific information.

Will the proposal *indirectly impact* an individual's ability to improve their own health and wellbeing?

This could include the following: their ability to access local facilities e.g., to access food more easily, or to access a means of mobility to local services and amenities? (e.g. change to bus route)

Similarly to the above, an example of this could be that you may be involved in proposals for the establishment of safer walking and cycling routes (e.g. pedestrianisation of town centres), and changes to public transport that could encourage people away from car usage, and increase the number of journeys that they make on public transport, by foot or on bicycle or scooter. This could improve their health and wellbeing.

Communities

Will the proposal directly or indirectly affect the physical health, mental health, and wellbeing of the wider community?

A *direct impact* could include either the causing of ill health, affecting social inclusion, independence and participation, or the promotion of better health.

An example of this could be that safer walking and cycling routes could help the wider community, as more people across groupings may be encouraged to walk or engage in active travel. Increasing physical activity and minimising the time spent sitting down helps to maintain a healthy weight and reduces the risk of cardiovascular disease, type 2 diabetes, cancer, and depression. The UK Chief Medical Officers recommend that adults should do at least 150 minutes of moderate activity, or 75 minutes of vigorous activity, each week. At a wider level, reductions in vehicular emission lead to better air quality, and a reduction in NO₂ in the atmosphere.

An *indirect impact* could mean that a service change could indirectly affect living and working conditions and therefore the health and wellbeing of the wider community.

An example of this could be: an increase in the availability of warm homes would improve the quality of the housing offer in Shropshire and reduce the costs for

households of having a warm home in Shropshire. This can reduce the risks of cold related health effects, as well as reduce the financial burden on the population, whose ability to shoulder these costs can vary. Often a health promoting approach also supports our agenda to reduce the level of Carbon Dioxide emissions and to reduce the impact of climate change.

Please record whether at this stage you consider the proposed service change to have a direct or an indirect impact upon communities.

Demand

Will there be a change in demand for or access to health, local authority and social care services?

For example: Primary Care, Hospital Care, Community Services, Mental Health and Social Services?

An example of this could be: a new housing development in an area would affect demand for primary care and local authority facilities and services in that location and surrounding areas. If the housing development does not factor in consideration of availability of green space and safety within the public realm, further down the line there could be an increased demand upon health and social care services as a result of the lack of opportunities for physical recreation, and reluctance of some groupings to venture outside if they do not perceive it to be safe.

For further advice: please contact

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