

# 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.

<b>Name or Brief Description of Proposal</b>	Mental Health and Wellbeing Strategy 2023-2028
<b>Brief Service Profile (including number of customers)</b>	
<p>This is a city-wide strategy for all who live and work in Southampton. While mental health services are crucially important for people with mental illness, this strategy is not directly about these services. It focuses on prevention of mental health problems and promotion of wellbeing, taking a wider determinants approach to supporting people to have better mental health and wellbeing.</p> <p>There are many factors that affect mental health and wellbeing, both negatively (risk factors) and positively (protective factors). This strategy aims to address these through action to prevent or support the experience of risk factors for those who need it, and to promote the enjoyment of protective factors for everyone. Although this strategy is not about specific mental health disorders or conditions, it is relevant to people who do have a disorder (e.g. common mental health illness like depression or anxiety, a serious mental health illness like schizophrenia or bipolar, or a condition like dementia) as there will still be things that can improve their mental health and wellbeing in addition to specialist support.</p> <p>This is an ambitious strategy that covers a broad range of factors for mental health and wellbeing, which reflects the importance of mental health and wellbeing across nearly every area of our lives. It outlines how partners across Southampton will work together to promote mental health and wellbeing and reduce the inequalities that some people experience.</p>	

**Summary of Impact and Issues**

This Mental Health and Wellbeing Strategy focuses on prevention of mental health problems and promotion of wellbeing, taking a wider determinants approach to supporting people to have better mental health and wellbeing. There is a risk of greater ongoing mental health and wellbeing inequalities if we do **not** pursue this strategy.

**We have not identified any risks of delivering this strategy, that would have a negative impact on the protected characteristics identified in this ESIA.**

Data provided below are taken from the Southampton Data Observatory [Homepage \(southampton.gov.uk\)](http://southampton.gov.uk)

**Potential Positive Impacts**

This strategy aims to deliver positive impacts through 6 priority areas:

1. There is a positive culture that promotes mental health and wellbeing in Southampton.
2. We have greater focus on the areas of people’s lives that impact their mental health and wellbeing.
3. People in Southampton get support for their mental health and wellbeing when they need it.
4. Everyone has the opportunity to have positive mental health and wellbeing and is able to benefit from support that is right for them
5. Children and young people get the best start in life for their mental health and wellbeing and families are supported.
6. Working together to prevent suicide and self-harm, and support those who are impacted.

<b>Responsible Service Manager</b>	
<b>Date</b>	
<b>Approved by Senior Manager</b>	
<b>Date</b>	

**Potential Impact**

<b>Impact Assessment</b>	<b>Details of Impact</b>	<b>Possible Solutions &amp; Mitigating Actions</b>
<b>Age</b>	<b>No negative impacts of the draft strategy identified.</b> There could be potential impacts across all age groups if we did not pursue this strategy.	We will continue to consider the voices of, and impacts to people of all ages, when developing and implementing this strategy.

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	<p>Nearly a fifth (18.7%) of people &gt;16 years old in Southampton have a common mental health problem and 1.13% of registered patients over 16 have a diagnosis of severe mental illness, both of which are higher than the England average.</p> <p>Nearly a quarter of adults in Southampton report high anxiety and 10% report low happiness.</p> <p>When children and young people in Southampton were surveyed, only 51% said they are happy with their mental health.</p> <p>Older people are at higher risk of loneliness and isolation which we know is a risk factor which had led to poor mental health.</p>	<p>This strategy takes an across the life course approach with a dedicated priority focusing on children and young people being given the best start in life for their mental health and wellbeing and helping families to support each other. The mental health and wellbeing need of older people are addressed through strengthening social connectedness and improving access to appropriate services and support for them, including preparation for older age, bereavement and alcohol use.</p>
<p><b>Disability</b></p>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts associated in people with disabilities if we did not pursue this strategy.</p> <p>16% of Southampton’s population have a long-term health problem or disability. This strategy recognises disability as a risk factor of mental health.</p>	<p>We will continue to consider the voices of, and impacts to people with disabilities, when developing and implementing this strategy.</p> <p>This strategy will support and create equal opportunities to have positive mental health and wellbeing, and equal opportunity to benefit from support when it is needed, including those with disabilities.</p> <p>It focuses on the protective factors that support to</p>

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		improve mental health and wellbeing.
<b>Gender Reassignment</b>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts associated with those undergoing/completed gender reassignment if we did not pursue this strategy.</p> <p>Nationally, half of LGBTQIA+ people experience depression, three in five experience anxiety, one in eight LGBTQIA+ people aged 18 to 24 had attempted to end their life and almost half of trans people had thought about taking their life.</p>	<p>We will continue to consider the voices of, and impacts to people of all sexes and genders, when developing and implementing this strategy.</p> <p>This strategy aims to reduce inequalities in mental health and wellbeing, through the available tailored mental health and wellbeing support for people most vulnerable to poor mental health such as those going through or completed gender reassignment.</p>
<b>Care Experienced</b>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts associated with those who have experienced being in care if we did not pursue this strategy.</p> <p>Southampton has 560 children in care, half of children in care meet criteria for a mental health disorder.</p>	<p>We will continue to consider the voices of, and impacts to people who have experienced being in care, when developing and implementing this strategy.</p> <p>This strategy aims to appropriately support Young people leaving care or transitioning from children's to adult social care or mental health care, or out from tier 4 mental health placements.</p> <p>Foster carers will be supported with training around mental health, therapeutic support during placements, and provision of support at placement endings.</p>
<b>Marriage and Civil Partnership</b>	<b>No negative impacts of the draft strategy identified.</b>	
<b>Pregnancy and Maternity</b>	<b>No negative impacts of the draft strategy identified.</b> There could be	We will continue to consider the voices of, and impacts to

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>potential impacts associated within pregnancy and maternity residents if we did not pursue this strategy.</p> <p>This strategy takes an across the life course approach and recognises this protected characteristic as a risk factor of mental health and reflects the protective factors to support residents.</p>	<p>people who are pregnant or parents, when developing and implementing this strategy.</p> <p>This strategy aims to achieve positive perinatal mental health and wellbeing for all the family, with other professionals who come into contact with new families being trained and supported to identify mental health concerns.</p>
<p><b>Race</b></p>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts for residents of all races if we did not pursue this strategy.</p> <p>People from ethnic minority groups have higher rates of diagnosis of mental illness, delays in support until crisis situations, hospital admissions due to mental illness, poor treatment outcomes and disengagement from mental health services.</p>	<p>We will continue to consider the voices of, and impacts to people of all ethnicities, when developing and implementing this strategy.</p> <p>This strategy has a priority for people to have equal opportunity to have positive mental health and wellbeing, and equal opportunity to benefit from support when it is needed, including the mental health and wellbeing needs of people from different ethnic and cultural backgrounds being met, and they are supported in the way that is right for them.</p> <p>The strategy will achieve this by working with communities to better understand the mental health and wellbeing needs of people from different ethnic and cultural backgrounds in Southampton. It will promote understanding of the barriers and needs of ethnic minorities among the mental health work force,</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
		education settings and other partner organisations.
<b>Religion or Belief</b>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts for residents of all religions and faiths if we did not pursue this strategy. This strategy will increase awareness and inclusivity and reduce stigma and discrimination, strengthening work with faith communities around awareness and reducing stigma, and empower people within communities to speak about MH.</p>	<p>We will continue to consider the voices of, and impacts to people of all religions and beliefs, when developing and implementing this strategy.</p> <p>This strategy will encourage and support residents to build social connections by promoting opportunities for creating and maintaining social connections through activities run by peer-led, community and faith groups.</p>
<b>Sex</b>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts for residents of all genders if we did not pursue this strategy.</p>	<p>We will continue to consider the voices of, and impacts to people of all genders, when developing and implementing this strategy.</p>
<b>Sexual Orientation</b>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts associated with LGBTQIA+ residents if we did not pursue this strategy.</p> <p>Nationally, half of LGBTQIA+ people experience depression, three in five experience anxiety, one in eight LGBTQIA+ people aged 18 to 24 had attempted to end their life and almost half of trans people had thought about taking their life.</p>	<p>We will continue to consider the voices of, and impacts to people of all sexual orientation, when developing and implementing this strategy.</p> <p>This strategy aims to reduce inequalities in mental health and wellbeing, through the available tailored mental health and wellbeing support for people most vulnerable to poor mental health such as those who identify as LGBTQIA+.</p>

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<b>Community Safety</b>	<p><b>No negative impacts of the draft strategy identified.</b></p> <p>This strategy aims to allow everyone to enjoy and benefit from protective factors for mental health and wellbeing, including increased access to, and perception of safety of green spaces in Southampton.</p>	<p>We will continue to consider the impact on community safety, when developing and implementing this strategy.</p>
<b>Poverty</b>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts associated with residents experiencing poverty if we did not pursue this strategy.</p> <p>Southampton is ranked 55th most deprived out of 317 local authorities in England, where 1 is the most deprived.</p> <p>In 2019, 13.5% of Southampton residents lived in an area experiencing deprivation relating to low income, this is significantly higher than the English average of 12.9%. We identify the impact of poverty, low income, financial insecurity and poor housing as a risk factor for poor mental health in the strategy.</p>	<p>We will continue to consider the voices of, and impacts to people of experiencing poverty, when developing and implementing this strategy.</p> <p>This strategy has a priority to have greater focus on the areas of people's lives that impact their mental health and wellbeing. Specifically, people are supported with cost of living, including the mental health impacts of financial anxiety and food insecurity.</p>
<b>Health &amp; Wellbeing</b>	<p><b>No negative impacts of the draft strategy identified.</b> There could be potential impacts associated with Mental Health and Wellbeing of residents if we did not pursue this strategy.</p>	<p>We will continue to consider the voices of, and impacts to people's health and wellbeing, when developing and implementing this strategy.</p>
<b>Other Significant Impacts</b>	<p><b>No negative impacts of the draft strategy identified.</b></p>	<p>We will continue to consider other significant impacts,</p>

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		when developing and implementing this strategy.