

Health inequalities impact assessment: Workbook summary

Use these six questions to guide discussion on the potential impacts on equality, health inequalities and people's human rights.



- 1. Who will be affected by this policy*?** Keep this brief, such as 'Children aged 5–12'.
- 2. How will the policy impact on people?** Think about people, not characteristics, such as how the policy will impact on the right to health of a disabled older man with low literacy who lives in a deprived area.

Population groups and factors contributing to poorer health

Age: older people; middle years; early years; children and young people.

Gender: men; women; people undergoing gender reassignment; pregnancy and maternity; experience of gender-based violence.

Disability: physical impairments; learning disability; sensory impairment; mental health conditions; long-term medical conditions.

Race and ethnicity: minority ethnic people; non-English speakers; gypsies/travellers; migrant workers.

Refugees and asylum seekers

Religion and belief: people with different religions or beliefs, or none.

Sexual orientation: lesbian; gay; bisexual; heterosexual.

Marriage: people who are married, unmarried or in a civil partnership.

Looked after and accommodated children and young people

Carers: paid/unpaid, family members.

Homelessness: people on the street; staying temporarily with friends/family; in hostels/B&Bs.

Involvement in the criminal justice system: offenders in prison/on probation, ex-offenders.

Addictions and substance misuse

Staff: full/part time; voluntary; delivering/accessing services.

Low income

Low literacy

Living in deprived areas

Living in remote, rural and island locations

Discrimination/stigma

Any other groups and risk factors relevant to this policy.

* The word 'policy' represents any option, procedure, practice, strategy or proposal being assessed.

3. How will the policy impact on the causes of health inequalities? You may have discussed some of these issues when considering question 2.

- **Income, employment and work:** e.g. availability of good quality jobs and the price of basic commodities such as food and fuel.
- **The physical environment and local opportunities:** e.g. air and housing quality, availability of affordable transport and leisure opportunities.
- **Education and learning:** e.g. availability and quality of pre-school education, availability of life-long learning.
- **Access to services:** e.g. availability and accessibility of services, as well as the ability to access and navigate them (both physically and financially) and the quality of service provided/received.
- **Social, cultural and interpersonal:** e.g. opportunities for community engagement and co-production, reducing experience of stigma and discrimination. How does the policy help foster good relations between different groups?

4. How will the policy impact on people's human rights? Think about the potential impacts you have identified and consider whether these could help fulfil or breach legal obligations under the Human Rights Act.

- The right to life
- The right not to be tortured or treated in an inhuman or degrading way
- The right to respect for private and family life
- The right not to be discriminated against
- The rights to freedom of expression, thought, conscience and religion
- The right to a fair trial
- The right to liberty

Can you think of any actions that might promote positive impacts or mitigate negative impacts?

5. Will there be any cumulative impacts as a result of the relationship between this policy and others? Consider the potential for a build-up of negative impacts on population groups as a result of this policy being combined with other policies.

6. What sources of evidence have informed your impact assessment?

- **Population data:** e.g. demographic profile, service uptake.
- **Consultation and Involvement findings:** e.g. any engagement with service users, local community, particular groups.
- **Research:** e.g. good practice guidelines, service evaluations, literature reviews.
- **Participant knowledge:** e.g. experiences of working with different population groups, experiences of different policies.