

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.