

EQUALITY IMPACT ASSESSMENT

Director of Public Health Annual Report 2023-24

Reference: EIA000427

Date: 22/04/2024

Submitted by: Alexander Quarrie-Jones



EIA Form – About your EIA

Reference number	EIA000427
Date Submitted	22/04/2024
Subject of the EIA	Director of Public Health Annual Report 2023-24
Brief description of the policy, service or function covered by the EIA	The Director of Public Health (DPH) has a statutory duty to write an independent, evidence-based annual report detailing the health and well-being of our local population. The DPH Annual Report is an opportunity to provide advice and recommendations on population health to both professionals and the public. The report includes a selected, specific issue that the DPH wishes to discuss within the report. This year's Annual Report (2023-24) has been focused around demographic change and how it can affect the health and wellbeing needs of Birmingham's population. This focus has been explored through six topics that encapsulate where have been the greatest changes since the last census: • Age • Ethnicity • Sexual Orientation & Gender Identity • International Immigration • Housing • Employment
Equality Assessment is in support of..	["Amended policy"]
How frequently will you review impact and mitigation measures identified in this EIA?	Not required
Due date of the first review	2024-04-22

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Strategy, Equalities and Partnerships"]
Division	Public Health Division
Service area	Governance Team
Budget Saving	No

Officers

What is the responsible officer's name?	Alexander Quarrie-Jones
What is the responsible officer's email address?	alexander.quarrie-jones@birmingham.gov.uk
What is the accountable officer's name?	Dr Justin Varney
What is the accountable officer's email address?	justin.varney@birmingham.gov.uk

Data Sources



Data sources	["Birmingham City Observatory data and insight", "Interviews", "Quantitative data (please specify in the box below)", "Relevant reports/strategies", "Relevant research"]
Data source details	The report has extensively used the City Observatory's Census Dashboard, along with further data from the 2021 Census by the Office for National Statistics. It has also used the Community Health Profiles that are accessible on the City Observatory for greater statistical detail about populations in Birmingham. The report also uses insights from qualitative research with Birmingham citizens around their perspectives on population change and its implications for health and wellbeing in the city.

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe any potential impact to the age characteristic	The report discusses age in one of its chapters and uses it as a key variable across other visualisations and discussions in the report. The report should have a positive impact on all age groups as it identifies that there are significant changes happening at the youngest and oldest ends of the population. The report also highlights that while older adults (65+) in the Census reported better health than in 2011, this was not reported equally across the city.
How could you mitigate against any negative impact to the age characteristic?	No negative impacts
Please describe how this proposal does not impact people due to their age	

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe any potential impact to the disability characteristic	The report discusses disability through the lenses of age and ethnicity. It also explores those who reported that they were not working at the time of the Census due to a long-term sickness or disability. The report should have a



	positive impact as it acknowledges the unequal access that disabled citizens can experience and identifies where they may be other identities that intersect to exacerbate inequalities.
How could you mitigate against any negative impact to the disability characteristic?	No negative impacts
Please describe how this proposal does not impact people due to their disability	

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male", "Female", "Non-binary"]
Please describe any potential impact to the sex characteristic	The report discusses sex in the context of variables on age, ethnicity, international immigration and employment. The report will have a positive impact as it identifies and discusses where there are unequal proportions relating to certain issues. For example, unpaid carers who are also working are more likely to be older (aged 40-65) and female.
How could you mitigate against any negative impact to the sex characteristic?	No negative impacts
Please describe how this proposal does not impact people due to their sex	

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe any potential impact to the gender reassignment characteristic	The report discusses gender identity and the proportions within this population in Birmingham. The report will have a positive impact as it highlights the inequalities that trans+ residents can experience when accessing health-related services. It also identifies issues around discrimination and prejudice that affect the trans+ population.
How could you mitigate against any negative impact	No negative impacts



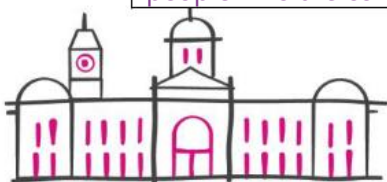
to the gender reassignment characteristic?	
Please describe how this proposal does not impact people due to gender reassignment	

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	
Please describe any potential impact to the marriage and civil partnership characteristic	
How could you mitigate against any negative impact to the marriage and civil partnership characteristic?	
Please describe how this proposal does not impact people who are married or in a civil partnership	The report does not discuss marriage and civil partnerships as these demographic characteristics are unlikely to have any significant impact on health and wellbeing.

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe any potential impact to the pregnancy and maternity characteristic	The report briefly discusses the fertility rate in Birmingham relating to the youngest age groups. The report will have a positive impact as it considers the falling birth rate in Birmingham and discusses where there may be unequal access pregnant women or women on maternity leave.
How could you mitigate against any negative impact to the pregnancy and maternity characteristic?	No negative impacts
Please describe how this proposal does not impact people who are covered by	



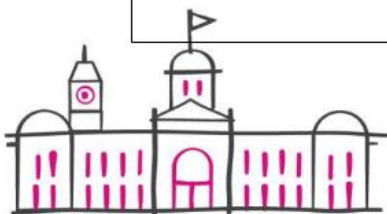
the pregnancy and maternity characteristic	
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Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]
Please describe any potential impact to the ethnicity and race characteristic	The report has a chapter on ethnicity in Birmingham, based on the 2021 Census data. The report will have a positive impact as it identifies the detailed proportions of specific ethnic groups across Birmingham and where there have been the greatest changes since 2011. The report also explores what Birmingham's super-diversity will mean for the health and wellbeing of the population and where to mitigate health inequalities relating to ethnicity.
How could you mitigate against any negative impact to the ethnicity and race characteristic?	No negative impacts
Please describe how this proposal does not impact people due to their race	

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Sikh", "Muslim"]
Please describe any potential impact to the religion or beliefs characteristic	The report did not explicitly consider changes in religion or beliefs between the 2011 and 2021 Censuses. Health inequalities linked to religion and belief are considered in detail in the community health profiles separately. This will have a positive impact as it highlights the links between faith and health as well as providing greater detail on health and wellbeing within specific faith communities.



How could you mitigate against any negative impact to the religion or beliefs characteristic?	No negative impacts
Please describe how this proposal does not impact people due to their religion or beliefs	

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Please describe any potential impact to the sexual orientation characteristic	The report has a chapter focussing on sexual orientation. The report explores how the question on sexual orientation in the 2021 Census was answered and what health and wellbeing implications this has for Birmingham. The report will have a positive impact as it highlights the issues with equally accessing services for those who identify with an LGB+ orientation. It also discusses the disproportionate impact of health inequalities on this population.
How could you mitigate against any negative impact to the sexual orientation characteristic?	No negative impacts
Please describe how this proposal does not impact people due to their sexual orientation	

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	The report has a post-publication plan which includes a large scale dissemination to partners and citizens. We will engage with anyone who believes that the report does create an adverse impact and understand if there are any issues that were not foreseen during the report's writing and delivery.
Please enter the email address for the officer responsible for monitoring impact and mitigation	alexander.quarrie-jones@birmingham.gov.uk

