

Huntingdonshire District Council Equality Impact Assessment (EIA)



Service area	Human Resources and OD
Date of assessment	14 September 2026
Name of policy/service to be assessed	Health and Well-being Strategy 2026–2031
Is this a new or existing policy/service?	New Strategy
Name of manager responsible for new or amended policy/service	Leanne Harfield
Names of people conducting the assessment	Kiran Hans, HR Team
Step 1 – Description of new or amended policy/service	
Describe the aims; objectives and purpose of the new or amended policy/service (include how it fits in to wider aims or strategic objectives).	The strategy establishes HDC's approach to supporting employee mental, physical, social and financial wellbeing. It supports the Workforce Strategy and organisational change through LGR, creating an inclusive, prevention-focused wellbeing culture.
The Equality Act 2010 requires the Council to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations, the Council also needs to demonstrate its compliance with the Equality Duty. The Council therefore needs to understand how its decisions and activities impact on different people. An Equality Impact Assessment is the current method by which the Council can assess and keep a record of the impact of new or amended strategies, policies, functions or services. The council retains these duties even when outsourcing services or providing shared services. <i>Definition of Adverse Impact - occurs when a decision, practice, or Policy has a disproportionately negative effect on a protected group. Adverse Impact may be unintentional.</i>	
Are there any (existing) equality objectives of the new/amended policy/service	Wellbeing support was one of the 3 pillars of the Workforce Strategy. The Health and Wellbeing Strategy seeks to advance equality of opportunity by ensuring wellbeing support is available

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	and accessible to all employees, fostering inclusion and reducing barriers to support.
Who is intended to benefit from the new/amended policy/service and in what way?	All HDC employees and managers. Benefits include improved access to wellbeing support, increased resilience, healthier workplaces and improved employee experience.
What are the intended outcomes of this new/amended policy/service?	Improved wellbeing, increased engagement, reduced sickness absence, improved retention and recruitment, stronger inclusion and increased productivity.
Step 2 – Data	
What baseline quantitative data (statistics) do you have about the function relating to equalities groups (e.g. monitoring data on proportions of service users compared to proportions in the population), relevant to this new/amended policy/service? Huntingdonshire Statistics	Workforce metrics including sickness absence, turnover, recruitment and retention, occupational health referrals, engagement survey results, wellbeing initiative uptake and accident/injury data.
What qualitative data (opinions etc) do you have on different groups (e.g. comments from previous consumer satisfaction surveys/consultation, feedback exercises, or evidence from other authorities undertaking similar work), relevant to this new/amended policy/service?	Employee surveys, feedback from wellbeing activities, engagement exercises, manager feedback, EDI group discussions, occupational health trends and sector best practice.
The Consultation and Engagement Strategy Accessibility Guidance may be helpful when thinking about the potential impact of a policy/service on people with different protected characteristics.	
Age – this refers to the protected characteristic of age. A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).	No adverse impact identified. Positive impact anticipated through support available to employees of all ages. Monitoring will ensure equitable access.

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Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic? Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? For some services this should include consideration of impact in terms of safeguarding young people. What evidence do you have for your answer?	
Disability – this refers the protected characteristic of disability. A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	Positive impact. The strategy improves awareness, accessibility and support for physical, mental health and neurodiverse needs.
Gender reassignment – gender reassignment discrimination occurs when a person is treated differently because they are trans*. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic.	No adverse impact identified. Inclusive wellbeing support and respectful workplace culture apply equally to all employees.

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Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer? *although the term gender reassignment and transsexual is in the Equality Act 2010, it is accepted that the preferred term is trans.	
Marriage and civil partnership in the workplace; this refers the protected characteristic of marriage and civil partnership which is a union between a man and a woman or between a same-sex couple. Civil partnership is between partners of the same sex. Discrimination is when a person is treated differently at work because a person is married or in a civil partnership. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	No adverse impact identified. Support is provided regardless of marital or partnership status.
Are there concerns that the function could have a differential impact in terms of pregnancy and maternity in the workplace (e.g. pregnant or breast-feeding women). Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	Positive impact. Support such as menopause, EAP and flexible wellbeing initiatives benefits employees during pregnancy, maternity and caring responsibilities.

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Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	
Race – this refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. Gypsy/Travellers are distinct group within this category Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	No adverse impact identified. Inclusive communications and equal access to wellbeing services will be maintained.
Religion and Belief in the workplace - refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic?	No adverse impact identified. The strategy supports employees of all faiths and beliefs and promotes respect and inclusion.

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What evidence do you have for your answer?	
Sex - this refers to the protected characteristic of sex which can mean either male or female, or a group of people like men or boys, or women or girls. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	No adverse impact identified. The strategy is designed to benefit all employees regardless of sex.
Sexual orientation – this relates to whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. Are there concerns that the new policy/service could have a differential impact on individuals with this protected characteristic. Are there any concerns that the policy/service amendments could have differential impact on individuals with this protected characteristic? What evidence do you have for your answer?	No adverse impact identified. Inclusive wellbeing support is available to employees of all sexual orientations.
Are there concerns that the function could have a differential impact on part time/full time employees? What evidence do you have for your answer?	No adverse impact identified. Access to support and wellbeing resources will be available to both full-time and part-time employees.



Are there concerns that the function could have a differential impact in terms of specific characteristics of Huntingdonshire e.g. Rural isolation	Potential challenges for remote and rural employees will be mitigated through digital resources, hybrid access and inclusive communications.
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Findings

Recommendations