



Health and Wellbeing Board

Report title: Lewisham Health Inequalities Update

Date: 9th March 2022

Key decision: No

Class: Part 1

Ward(s) affected: All

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Outline and recommendations

This report provides an update to the Board on the Lewisham Health Inequalities. The report includes updates on:

- The achievement of the existing Black, Asian and Minority Ethnic Health Inequalities work streams (mental health, obesity, cancer and COVID-19).
- Presentation of the Birmingham and Lewisham African and Caribbean Health Inequalities Report (BLACHIR) and BLACHIR engagement report.
- The proposed approach for a refreshed Lewisham Health Inequalities and Health Equity Plan for 2022-24.

Members of the Health and Wellbeing Board are recommended to:

- Note the achievements from the existing Black, Asian and Minority Ethnic Health Inequalities work streams (mental health, obesity, cancer and COVID-19).
- Approve the Birmingham and Lewisham African and Caribbean Health Inequalities Report (BLACHIR) and note the contents of the BLACHIR engagement report.
- Approve the approach for a refreshed Lewisham Health Inequalities and Health Equity Plan for 2022-24.

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Timeline of engagement and decision-making

9th March – Update to the Lewisham Health and Wellbeing Board

1. Summary

2. Recommendations

2.1. Members of the Health and Wellbeing Board are recommended to:

- Note the achievements to date from the existing Black, Asian and Minority Ethnic Health Inequalities work streams (mental health, obesity, cancer and COVID-19).
- Approve the Birmingham and Lewisham African and Caribbean Health Inequalities Report (BLACHIR) and note the contents of the BLACHIR engagement report.
- Approve the approach for a refreshed Lewisham Health Inequalities and Health Equity Plan for 2022-24.

3. Background and Overview

- 3.1. In July 2018 the HWB agreed that the main area of focus for the Board should be tackling health inequalities, with an initial focus on health inequalities for Black, Asian and Minority Ethnic communities in Lewisham.
- 3.2. Following analysis undertaken by a sub group of the Board, three priority areas were identified through which the Board could play a significant role in addressing the widest gaps in ethnic health inequalities. The areas identified were: mental health; obesity; and cancer.
- 3.3. A draft action plan covering all three priority areas (cancer, obesity and mental health) was developed in July 2019 in response to a referral made by the Healthier Communities Select Committee.
- 3.4. At the November 2019 Health and Wellbeing Board meeting, Board members agreed to further refine the draft action plan with the Lewisham Black and Minority Ethnic Network taking a co-production approach.
- 3.5. At the March 2020 Health and Wellbeing Board meeting, a further draft of the action plan was approved by Board members with an agreement to return to the next Board meeting with monitoring metrics to capture progress and impact of completing actions within the plan.
- 3.6. At the September 2021 meeting of the Health and Wellbeing Board, a series of

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Lewisham Health Inequalities summit events were agreed to plan the next steps for the Board's work to address health inequalities in Lewisham.

- 3.7. A developmental approach was agreed to support system leader and organisational change through supporting individual development (e.g. developing capability and motivation for action) and organisational development (e.g. improvement approach)
- 3.8. A three staged approach was proposed:
 - i) Developing individual and organisational understanding of health inequalities and inequities and their role and responsibility – October 2021
 - ii) Support collaborative evidence-based action planning and investment with a specific workshop/summit to facilitate this – November 2021
 - iii) Identification of actions – January-March 2021:
- 3.9. Organisations develop their own (and collaborative) action plans for addressing health inequalities and health equity in Lewisham.
- 3.10. Develop a community event to present and discuss plans.
- 3.11. The first two stages of the approach were delivered as part of a first summit event on 11th November 2021 entitled 'Beyond data towards action: Addressing health inequalities and inequity through the Lewisham health and care system. The event report was presented at the Health and Wellbeing Board in December 2021.
- 3.12. The third stage of the approach was proposed to be delivered via two further summit events, which took place on:
- 3.13. **26th January 2022** – Health inequalities action planning session for health and care system leaders building on the findings of the first summit event, learning from the Health and Wellbeing Board work to date and consideration of how the findings of the Birmingham and Lewisham African Caribbean Health Inequalities Review (BLACHIR) would be built into future action.
- 3.14. **2nd March 2022** – Health inequalities community planning day at the Evelyn Community Centre, where the final Lewisham Health Inequalities Toolkit was launched and the engagement findings for BLACHIR presented.
- 3.15. The results of these further events have led to the development of an outline approach for future work to address health inequalities and achieve health equity in Lewisham. This approach is outlined in section 6 of this report and included in the appended slide pack.

4. Addressing Black, Asian and Minority Ethnic Health Inequalities in Lewisham (2018-2021) - Achievements to date

- 4.1. The existing Health and Wellbeing Board work to address Black, Asian and Minority Ethnic health inequalities has been overseen by the health inequalities working group and monitored via an action plan with key impact indicators. A detailed review and update will be performed for these indicators by the working group in coming months to inform the proposed health inequalities and healthy equity plan for 2022-24 and also as part of the COVID-19 impacts JSNA topic review. Ahead of this indicator review, the key achievements of the work to date are outlined in this paper across the mental health, obesity, cancer and COVID-19 workstreams.
- 4.2. **Mental Health: Building a mental health inequalities approach**
- 4.3. Reducing inequalities within mental health services remains a priority within Lewisham and our work within the Health Inequalities Group focuses on improving access to, and suitability of, mental health services for Black African and Black Caribbean people.

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- 4.4. In order to achieve these goals, we commissioned Mabadiliko CIC to undertake a community engagement project that would provide insight into the experience, perspectives and attitudes of our Black African and Black Caribbean residents in relation to mental health services. Over 100 Black African and Black Caribbean residents took part in the project, generating seven recommendations that focus on reducing stigma, improving cultural sensitivity, suitability of interventions and addressing structural barriers to improving equalities.
- 4.5. Four distinct projects were launched because of this work:
- *Mental Health Stigma Campaign* – the Public Health Team, as part of their Prevention and Promotion programme will commission a campaign that aims to reduce stigma related to mental health among the Black African and Black Caribbean community in Lewisham. The campaign will be delivered by a local grass-roots organisation and seek to promote open discussion about mental health and active involvement in services.
 - *Interventions to Address Racial Trauma* – the Integrated Commissioning Team will conduct a literature review to explore the suitability of current therapeutic approaches at addressing racial trauma and the effectiveness of alternative intervention types.
 - *Improving Cultural Sensitivity* – the Public Health Team as part of the proposed health inequalities and health equity programme (see Section 6 below) will commission cultural sensitivity training for staff in order to promote inclusivity and help build trust among mental health service staff and service users.
 - *Reviewing Medication Approaches* – colleagues from our local Primary Care Networks will complete an audit of medical records in order to explore whether there are any discrepancies in the prescribing of medication in response to complaints of mental health issues.
 - *Increasing access to Black therapists* – Lewisham Mental Health Alliance Representatives are currently working with Lambeth Mental Health Alliance Representatives to identify the most cost effective approach to providing direct access to Black therapists and counsellors.
- 4.6. **Mental health: Strengthening Lewisham as a borough of Sanctuary**
- 4.7. In 2016, Lewisham Borough Council made a commitment to becoming an open and welcoming place of sanctuary, and set a target of supporting 100 vulnerable families to resettle in Lewisham. As of April 2021, Lewisham Borough Council have resettled 107 individuals, over half of which are children and young people. It is expected a further 288 people will be resettled over the next 4 years.
- 4.8. In recognition of the high levels of inequality in levels of mental health needs and access to services, the Home Office has delegated funding to support refugees to become resettled not just physically, but psychologically. Members of the Integrated Commissioning Team, Refugee Resettlement Team and Public Health Team came together to develop an innovative stepped-care model that will seek to ensure individuals are supported in the short-term and mainstream services are better equipped to support them in the long-term.
- 4.9. **Mental Health: Supporting Black, Asian and Minority ethnic residents during COVID-19**
- 4.10. The arrival of COVID-19 and resulting lockdowns disproportionately impacted Black and Asian communities, embedding existing inequalities and promoting the conditions to generate new ones. In response to this, a series of emotional wellbeing workshops and resilience workshops were commissioned by the Mental Health Alliance and delivered to staff and residents in the borough to support them in coping with changes resulting from COVID-19.
- 4.11. Both interventions were facilitated by experienced coaches who specialise in working with

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employees and employers to address racism and racial bias. Black participants in particular appreciated that the groups were formulated specifically for ethnic minority participants and felt this reduced feelings of anxiety related to discussing mental health issues and reporting experiences of racism. Both programmes were well attended, and the feedback was incredibly positive, with attendees reporting they went away with tools to help them with whatever situation they were facing.

- 4.12. The borough continues to offer a Vietnamese Mental Health Service, whose staff played a key role in supporting our Vietnamese community during the pandemic, particularly older community members. Work included the translation of key texts related to COVID19, the development of culturally specific newsletters to keep community members up to date on changing guidelines and practical support to elderly community members who were required to shield during lockdowns.

4.13. **Obesity: Community insights work**

- 4.14. In March 2020 the Council called out for expressions of interest to local VCS groups to deliver insight work with Black, Asian and Minority Ethnic communities in Lewisham into physical activity, nutrition and obesity. The aims were to understand Black, Asian and Minority Ethnic community views on what causes health inequalities around obesity; to get insight into the barriers to being physical active and eating healthily; and to identify opportunities to improve local public health initiatives and services to address health inequalities. The findings would be used to help inform the commissioning of new services to support the whole systems approach to obesity.

- 4.15. Two community organisations were commissioned to conduct three insight projects:
- Explore the barriers and motivations for healthy weight management in the Black African and African Caribbean community (Mabadiliko CIC)
 - Obesity and physical activity levels in Black African and Black Caribbean women (Food for Purpose CIC)
 - Black African – Caribbean church leaders, to understand their views on obesity and physical activity (Food for Purpose CIC)

- 4.16. Two of the projects were completed and the third delayed due to church leaders re-addressing priorities due to the challenges of the pandemic.

- 4.17. The reports were shared with the Health Inequalities working group and the Lewisham Obesity Alliance. The findings of the insight works were presented by the report authors at an open meeting of the Lewisham Obesity Alliance on re-commissioning services and at the behaviour change theme of the Birmingham and Lewisham African Caribbean Health Inequalities Review. The insight works were also shared with Public Health England through the Childhood Obesity Trailblazer programme and Lewisham was invited to share the learnings at a national event 'Interventions for specific population groups – learning and gaps' where Food for Purpose presented to a local authority audience in June 2021.

4.18. **Obesity: Co-development of a tailored weight management programme for Black-African & Black-Caribbean adults**

- 4.19. A recent review of the existing Tier 2 weight management services found that whilst the ethnic profile of participants was in line with the general population, there were differences in outcomes for Black African and Black Caribbean communities. Some outcomes were not as positive in comparison to other ethnic groups. Additionally, feedback from the Borough's Black African and Black Caribbean communities indicated a perception that services are not 'for them'. The community insight work identified barriers to access, programme content and delivery that could be addressed to improve outcomes and participation in programmes.

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- 4.20. In response, Lewisham Public Health used the one-year additional Adult Weight Management Services Grant, from the Department from Health and Social Care to develop a tailored weight management programme for people of Black, African & Caribbean heritage. Working together with Black-African and Black-Caribbean communities, King's College London, Food for Purpose (FFP) and Guy's & St. Thomas' Trust (GSTT) are co-producing the new service with delivery starting March 2022.
- 4.21. The co-production work has engaged with a wide range of residents, community organisations and leaders such as faith leaders, service providers and healthcare professionals to seek input into the development of the programmes and gain an in-depth understanding of the needs of the Borough's Black African and Black Caribbean communities in relation to weight management services. This feedback has influenced the development of new resources, the service delivery with flexibility of attendance through a mixture of face to face an on-line access. Following the evaluation of the pilot programme (Up!Up! Living lighter the African and Caribbean way!) a training manual and on-line 'train the trainer' module will be developed so that if successful the programme can be delivered by local groups in Lewisham. This will not only facilitate growth of Up!Up! in Lewisham but also via new service providers in other areas/regions by providing a training course for new staff.
- 4.22. **Obesity: Co-production of health promotion posters as part of the Childhood Obesity Trailblazer Programme**
- 4.23. In June 2019 Lewisham Council was chosen as one of five Trailblazer Authorities to implement an innovative and ambitious pilot project to restrict of out of home (OOH) advertising for high fat, sugar or salt (HFSS) food and drink; and utilise unsold outdoor advertising space for health promoting advertisements in Lewisham. The health promoting advertisements to be co-produced by the local community.
- 4.24. Research demonstrates that the development of children's food preferences and behaviours are influenced by advertising and through working in this space, there is a real opportunity to positively shape behaviours and impact child obesity rates.
- 4.25. To date the programme has been successful in increasing restriction of advertising of HFSS through a voluntary agreement with JCDecaux; restrictions now cover 80% of the advertising estate in the borough.
- 4.26. Three community co-produced posters have been developed and featured on billboards across the borough. The posters have all been produced with the input of children and young people from the borough supported by community organisations with the concepts developed by the young people made into a final poster design. The intended audience has varied from influencing businesses to join Sugar Smart (poster designed by young people, facilitated by the Young Mayor's team), improving food choices (poster designed by young adults, facilitated by Rocket Nutrition) to increasing participation in the Daily Mile (poster designed by pupils, teachers and facilitated by Inspire Your Imagination). Two additional posters are in progress, again with input of children and young people and will feature in May and June.
- 4.27. The community designed posters featured on 56 advertising locations (including donated access to 15% of the 12 digital screens in central Lewisham), have generated an estimated 65,563,452 viewing impressions in 2021.
- 4.28. **Cancer: Cancer Research UK Talk Cancer Training**
- 4.29. A strategic priority in Lewisham has been to support in the reduction of existing health inequalities for Black, Asian and Minority Ethnic communities in Lewisham for cancer two week wait referrals and cancer screening.
- 4.30. To work towards achieving this, Lewisham Public Health have worked in partnership with

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Cancer Research UK to offer Talk Cancer training programme to Lewisham community members. All who have attended the training have identified a special interest in raising awareness amongst local communities, by having conversations with their networks.

- 4.31. Sixty four Black, Asian and Minority Ethnic participants (residents/staff/wider workforce) have received the training to help raise cancer awareness and provide health promotion messaging within the Lewisham community.
- 4.32. The training aims to support participants to gain skills, confidence and increase awareness of the signs and symptoms of cancer, to support with early diagnosis and improve the knowledge of the main cancer screening programmes. The training also contributes towards addressing barriers and reducing the stigma around cancer within the borough.
- 4.33. We now want to build on this work with those who have received this training to ensure that they continue to have the confidence and capacity to support communities.

4.34. **COVID-19: Lewisham Community Champions Programme**

- 4.35. The Lewisham Public Health team began the Lewisham COVID-19 Community Champions project during autumn 2020 to provide clear, trustworthy information about the pandemic and related health issues to Lewisham's diverse communities.
- 4.36. Around 200 volunteers have been recruited via existing channels, who come from a range of backgrounds including voluntary community sector groups, Black Asian and Minority Ethnic community groups, staff groups, health providers, business owners, local councillors and faith leaders. As part of volunteering, COVID-19 Community Champions agreed to be part of a mailing list hosted by the Council.
- 4.37. The COVID-19 Community Champions receive the most up to date information around COVID-19, vaccination programme information, guidance and health information, via a weekly email. They are also invited to attend optional twice monthly webinars, which also provide a forum for Champions to share ideas on how they disseminate the information with community members they are in contact with and feedback to Public Health Team members on the impact of local initiatives.
- 4.38. Targeted promotion has been undertaken within local communities including provision of translated materials and information in printed format for those who may not be able to receive this digitally. In addition, the new Royal Society for Public Health Level 2 Award in Encouraging Vaccination Uptake has been commissioned and was delivered to Community Champions in June 2021. Champions have also received Youth Mental Health First Aid and Talk Cancer training, to support with increasing their knowledge and developing their engagement skills
- 4.39. A recently held Interfaith Forum webinar also provided a new opportunity to increase our Community Champion membership and work closely with faith leaders and congregations from many faiths and religion.
- 4.40. The Young Champions programme has been launched and is a tailored health programme for those aged 13-25. The programme allows young people to learn more about health topics they have a particular interest in and gives them the opportunity to propose new ideas.
- 4.41. In transition to a new stage of COVID-19 response to the pandemic the COVID-19 Community Champion evaluation (presented the December 2021 Health and Wellbeing Board) will inform the next stage of Community Champion work to include wider health and wellbeing promotion.

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5. Birmingham and Lewisham African Caribbean Health Inequalities Review (BLACHIR)

- 5.1. Lewisham Council and Birmingham City Council launched BLACHIR in May 2020 as a ground-breaking approach in addressing health inequalities specifically for Black African and Black Caribbean communities.
- 5.2. Numerically and proportionally Lewisham and Birmingham have some of the largest populations of Black African and Black Caribbean residents in the country. The respective Councils are therefore natural national leaders in addressing health inequalities for these communities.
- 5.3. BLACHIR has undertaken a 'deep dive' into available data, academic evidence, professional and lived experience of residents of Black African and Black Caribbean heritage in Lewisham and Birmingham with respect to health inequalities. The review has enabled the development of practical opportunities for action to address systemic inequalities with the ambition of breaking decades of inequality in sustainable ways that will lead to a better future for residents.
- 5.4. The importance of this work was highlighted at an unprecedented time following the disproportionate impact of the COVID-19 pandemic on those from Black, Asian and Minority Ethnic communities. Several national studies and reports have demonstrated this disproportionate impacts of COVID-19, which reflect many of the pre-existing health inequalities for those of Black and Asian ethnicity.
- 5.5. The aim of the BLACHIR partnership is to jointly undertake a series of reviews in order to explore in depth, the inequalities experienced by Black African and Black Caribbean communities and the drivers of these inequalities; and to identify opportunities for action to address the inequalities. The main objective of the review has been to produce a joint final evidence-based report that brings together the findings from the advisory boards, stakeholder events, research and data analysis conducted by the BLACHIR review team and engagement of the wider community to check and challenge findings and refine the opportunities for action.
- 5.6. Review themes covered by BLACHIR include:
 - Racism and discrimination in health inequalities
 - Maternity, parenthood and early years
 - Children and young people
 - Ageing well
 - Mental health and wellbeing
 - Health behaviours
 - Emergency care and preventable mortality and long-term physical health conditions
 - Wider determinants of health
- 5.7. Overseeing this work were:
 - Nine external advisory board members and elected members across Lewisham and Birmingham who bring a range of knowledge, skills and lived experience via their community networks;
 - An external academic board that consists of a network of fifteen academics.
- 5.8. Both the external academic and advisory boards have provided outputs on all topics following meetings of the respective boards for each review theme. These board outputs have been used to develop actionable solutions i.e. opportunities for action that have been collated to be included in the final review report, which has been appended to this

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paper.

5.9. Seven key themes have been outlined for action alongside 39 opportunities for action.

5.10. The seven key themes include:

- **Fairness, inclusion and respect** with the Review calling for the Health and Wellbeing Board and NHS Integrated Care Systems to explicitly recognise structural racism and discrimination as drivers of ill health, systematically identify and address discrimination within systems and practices, and engage with Black African and Black Caribbean individuals and organisations to ensure community voice and their leadership in driving this work.
- **Trust and transparency** with the Review calling for cultural competence training of health and social care professionals led by the NHS Integrated Care Systems and the Councils.
- **Better data** with the Review calling for the Health and Wellbeing Boards to act across their partnerships to strengthen granular culturally sensitive data collection and analysis.
- **Early interventions** with the Review calling for the Health and Wellbeing Board to work with the Children's Trusts and Children's Strategic Partnerships to develop a clear action plan to provide support at critical life stages to mitigate disadvantage and address the inequalities affecting Black African and Black Caribbean children and young people.
- **Health checks and campaigns** with the Review calling for the Health and Wellbeing Board to act across their partnerships to promote health checks through public campaigns to increase the uptake of community-based health checks in easy to access locations.
- **Healthier behaviours** with the Review calling for the Public Health Teams and their partners to assess current service provision and health improvement campaigns through a cultural competency lens to improve support and access for these communities.
- **Health literacy** with the Review calling for the Health and Wellbeing Boards and NHS Integrated Care Systems to work with local community and voluntary sector partners to develop targeted programmes on health literacy for Black African and Black Caribbean communities.

5.11. Community engagement activities have also been commissioned for the wider community to check and challenge findings and refine the opportunities for action. This work has been led by KINARAA, A Black and Minority Ethnic Third Sector organisation, who have experience of engaging people from Black African and Black Caribbean communities on issues related to the determinants of health and wellbeing and health inequalities. The involvement of this organisation was pivotal in its importance in gaining local knowledge and understanding of specific communities and the Lewisham context and to ensure community voices are heard and ownership of BLACHIR was felt. The findings from this engagement have been included in the final BLACHIR report and a full engagement report appended to this paper.

6. Proposal for future work: Lewisham Health Inequalities and Health Equity Plan 2022-24

6.1. There is an intention to develop a refreshed plan of action to tackle health inequalities in and work towards achieving health equity in Lewisham. This plan will cover the next two years taking learning from the challenges identified from the existing work to in addition

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to building on the achievements and opportunities to take the work forward with stakeholders.

- 6.2. An outline of the proposed health inequalities and health equity programme includes eight intersecting work streams being progressed over 2022/23 – 2023/24 (further detail is included in the appended slide pack):
- Equitable health services
 - Health equity teams (using Primary Care Networks as the key geography around which the local work is based)
 - Community development (building in Community Champion programmes)
 - Community of practice
 - Workforce toolbox
 - Maximising data
 - Evaluation
 - Programme management and oversight
- 6.3. Funding from Health and Wellbeing Board partners has been secured to develop, co-produce and implement this plan. We will be aiming to take a community-centred approach to tackling health inequalities and achieving health equity in Lewisham, building on community-centred approaches taken to date in line with those outlined in the Public Health England (PHE) Community-centred public health: taking a whole system approach¹. Building trust and collaboration with communities will be a key part of this work.
- 6.4. There will also be a continued focus on tackling ethnic health inequalities particularly for Black and other racially minoritised communities² in this Lewisham. This will be supported by the prioritisation and implementation of specific opportunities for action from BLACHIR report as part of the proposed programme.
- 6.5. The plan will be used to inform the development of a future Lewisham Health and Wellbeing Strategy.

7. Financial implications

- 7.1. The resourcing of the proposed health inequalities and health equity plan has been identified from contributions from Health and Wellbeing Board partners, namely South East London CCG and Lewisham Council, over a 2 year period.

8. Legal implications

- 8.1. Members of the Board are reminded of their responsibilities to carry out statutory functions of the Health and Wellbeing Board under the Health and Social Care Act 2012. Activities of the Board include, but may not be limited to the following:
- To encourage persons who arrange for the provision of any health or social services in the area to work in an integrated manner, for the purpose of advancing the health and wellbeing of the area.

¹ <https://www.gov.uk/government/publications/community-centred-public-health-taking-a-whole-system-approach>

² See recommendations for use of this terminology from BMJ and Lancet - <https://gh.bmj.com/content/5/12/e004508> and [https://www.thelancet.com/pdfs/journals/lanpub/PIIS2468-2667\(20\)30162-6.pdf](https://www.thelancet.com/pdfs/journals/lanpub/PIIS2468-2667(20)30162-6.pdf)

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- To provide such advice, assistance or other support as it thinks appropriate for the purpose of encouraging the making of arrangements under Section 75 NHS Act 2006 in connection with the provision of such services.
- To encourage persons who arrange for the provision of health related services in its area to work closely with the Health and Wellbeing Board.
- To prepare Joint Strategic Needs Assessments (as set out in Section 116 Local Government Public Involvement in Health Act 2007).
- To give opinion to the Council on whether the Council is discharging its duty to have regard to any JSNA and any joint Health and Wellbeing Strategy prepared in the exercise of its functions.
- To exercise any Council function which the Council delegates to the Health and Wellbeing Board, save that it may not exercise the Council's functions under Section 244 NHS Act 2006.

8.2 The Equality Act 2010 (the Act) introduced a public sector equality duty (the equality duty or the duty). It covers the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

8.3 In summary, a public body falling under the Act must, in the exercise of its functions, have due regard to the need to:

1. *eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.*
2. *advance equality of opportunity between people who share a protected characteristic and those who do not.*
3. *foster good relations between people who share a protected characteristic and those who do not.*

8.4 It is not an absolute requirement to eliminate unlawful discrimination, harassment, victimisation or other prohibited conduct, or to promote equality of opportunity or foster good relations between persons who share a protected characteristic and those who do not. It is a duty to have due regard to the need to achieve the goals listed above.

8.5 The weight to be attached to the duty will be dependent on the nature of the decision and the circumstances in which it is made. This is a matter for the decision maker, bearing in mind the issues of relevance and proportionality. The decision maker must understand the impact or likely impact of the decision on those with protected characteristics who are potentially affected by the decision. The extent of the duty will necessarily vary from case to case and due regard is such regard as is appropriate in all the circumstances.

9. Climate change and environmental implications

9.1. There are no climate change or environmental implications of this report.

10. Crime and disorder implications

10.1. There are no crime and disorder implications of this report.

11. Health and wellbeing implications

11.1. Improving health outcomes and reducing health inequalities is central to the work of the Health and Wellbeing Board. This report directly aligns with these aims by outlining the progress made with health inequalities work in Lewisham.

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12. Report author and contact

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