



EMPLOYMENT COMMITTEE – 25 MAY 2023

HEALTH IN ALL POLICIES IN LEICESTERSHIRE COUNTY COUNCIL

REPORT OF THE DIRECTOR OF PUBLIC HEALTH

Purpose of the Report

The purpose of this report is to inform the Committee of the approach being taken to embed Health in All Policies (HiAP) across Leicestershire County Council.

Policy Framework and Previous Decisions

Health in All Policies is a priority within the Safe and Well strategic outcome within the Leicestershire County Council Strategic Plan 2022-26, the Joint Health and Wellbeing Strategy and Public Health Strategy and allows the opportunity to facilitate the strategic outcomes of the Council.

At its meeting on 1 February 2023, the Health and Wellbeing Board agreed to embed Health in All Policies in all Departmental activity across the County Council and the county of Leicestershire.

Embedding health considerations into the decision-making process can ensure health is considered in the early stages of programme development, planning and policy making.

Background

1. Health in All Policies is recognised internationally as an approach to tackle inequities in health, reducing inequalities and tackling the 'causes of the causes'. In order to effectively address the wider determinants that shape health, efforts must be taken across the social, economic, environmental and commercial influences of health, which requires collaboration across multiple functions and departments.
2. A Health in All Policies approach systematically considers the health implications of decisions across whole organisations, recognises synergies in working and mitigates harmful health impacts in order to improve population health and health equity. It acknowledges that organisations and systems deal with a range of conflicting priorities and health is not and cannot always be the main focus. However as many of the determinants of health are due to social, environmental and economic factors outside the direct influence of Public Health work and policies, action is necessary within all sectors to significantly

impact on population health. This approach creates permanent change in local government decision-making processes so that over time accounting for health considerations becomes part of business as usual across the whole council, to reduce health inequality within the Leicestershire population.

3. The Health Foundation (alongside other best practice summaries²) suggest that to successfully embed a Health in All Policies approach within an organisation, a common understanding of health and health inequalities across the council is required, alongside a structured process for analysing the health impact across the whole range of Council functions. A common commitment to maximising the positive health impact of all these functions will ensure the Health in All Policies offer effectively fulfils these requirements.

Health in All Policies approach in Leicestershire

4. Following the Health and Wellbeing Board's decision to embed Health in All Policies across Leicestershire, and all County Council activity, senior Officers have agreed to include a section on 'Health Implications' within all Council reports to ensure that the health impacts on residents are considered of all Council decisions. Embedding health considerations into the decision-making processes ensure health is considered in the early stages of programme development, planning and policy making. This will include internal policies that may impact the wellbeing of staff.
5. This proposal will ensure that all decisions made across the Council includes a process to make health considerations on all their decisions including internal policy decisions that may impact the wellbeing of staff. Training delivered to officers will aim to ensure that these considerations take into account the wider determinants that impact on health outcomes, as well as consider how a proposal affects social, economic and environmental living conditions that could impact on health and mental wellbeing.
6. A tiered training offer has been developed to raise organisational awareness of the wider determinants of health and to ensure staff are knowledgeable about what structural and socio-economic factors shape health. This will enable staff to make health considerations and recognise likely health impacts of decisions made.
7. A Health Impact Eform (similar to the Equality Impact Assessment form) has been produced to help guide teams to consider how the proposal impacts on various themes that shape health and wellbeing. This process helps teams to consider whether the impacts are positive and if these benefits could be maximised or whether the impacts are negative to health and how these can be mitigated. These considerations can be included in all Council reports within the 'Health Implications' section.

Resource Implications

8. A HiAP Officer was recruited to the Public Health Department in June 2022 at grade 12 on a permanent contract. This role has devised the training as a method of ensuring LCC workforce across all departments and functions have the skills, knowledge and support to undertake Health Impact Assessments (HIA) and complete the 'health considerations' of all papers in a meaningful and impactful way. The role also has a wider remit, which will include supporting the monitoring and evaluation of the Health in All Policies work, health considerations and HIAs.
9. There are no other resource implications arising from the recommendations within this report. Training will be delivered internally.

Recommendations

It is recommended that the Committee notes the approach outlined within the report to embed Health in All Policies across Leicestershire and all County Council activity.

Background Papers

Leicestershire County Council Strategic Plan 2022-2026

<https://www.leicestershire.gov.uk/sites/default/files/field/pdf/faq/2022/4/12/Appendix-B-LCC-Strategic-Plan-2022-26.pdf>

Leicestershire County Council Public Health Strategy 2022-2027

<https://www.leicestershire.gov.uk/health-and-wellbeing/public-health-strategy>

Leicestershire Joint Health and Wellbeing Strategy 2022-2032

<https://politics.leics.gov.uk/documents/s166738/Appendix%20A%20JHWS.pdf>

Circulation under the Local Issues Alert Procedure

None.

Equality Implications/Other Impact Assessments

10. In developing Health in All Policies, due regard has been paid to equality, diversity and community cohesion. An Equality Impact Assessment has been completed and this demonstrates that this approach helps reduce the underlying structural inequalities that disproportionately impact the health on some protected characteristics groups
11. A Health in All Policies approach is associated with improving health outcomes and reducing health inequalities for the most vulnerable populations.

Human Right Implications

12. A Health in All Policies approach is associated with improving health outcomes and reducing health inequalities.

13. There are no human rights implications arising from the recommendations in this report

Health Implications

14. Health in All Policies ensures there is a process and understanding for all departments to be able to assess the health impacts of their proposals. Due to the complex nature of health, it is crucial that all decisions taken by the authority consider health implications.

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