

**CABINET - 23 JUNE 2023****HEALTH IN ALL POLICIES IN LEICESTERSHIRE COUNTY COUNCIL****REPORT OF THE DIRECTOR OF PUBLIC HEALTH****PART A****Purpose of the Report**

1. The purpose of this report is to inform the Cabinet of the approach being taken to embed Health in All Policies (HiAP) across Leicestershire County Council. This aims to integrate health considerations into all policy areas to improve health outcomes, health equity, and reduce health inequalities.

Recommendations

2. It is recommended that the Cabinet notes and supports the adoption of the Health in All Policies approach across the Council; this will include consideration of 'Health Implications' in all reports to the Cabinet and Overview and Scrutiny Committees and advocacy within every Department to champion and embed Health in All Policies across the Council.

Reasons for Recommendation

3. Health in All Policies is recognised as an effective, collaborative approach to combine efforts across all departments and functions to tackle the complex social, economic, environmental and commercial circumstances that shape health. Health in All Policies systematically integrates health considerations into all policy areas to improve health outcomes, health equity and reduce health inequalities. Health in All Policies is a preventative intersectoral approach that seeks to reduce the impact of poor population health on Council services, improving health, extending healthy life expectancy and prospects for residents.

Timetable for Decisions (including Scrutiny)

4. The Employment Committee at its meeting on 25 May 2023 received a report on the adoption of the HiAP and supported the approach.

Policy Framework and Previous Decisions

5. 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.
6. It was agreed as part of the refreshed Leicestershire Joint Health and Wellbeing Strategy 2022-32 to embed Health in All Policies in all Departmental activity across the County Council and the county of Leicestershire.

Resource Implications

7. There are no resource implications following this report. The necessary staff training will be delivered by the Public Health Department. A HiAP Officer post was created to undertake this and to support the monitoring and evaluation of HiAP work, health considerations, and health impact assessments. The post was funded through the Public Health grant and, in doing so, enables the County Council to meet the statutory obligation to take steps to improve the health and wellbeing of the population.
8. Indirect resource implications have been considered, including time taken for staff to complete this as part of their work.
9. The Director of Law and Governance and Director of Corporate Resources have been consulted on this report.

Circulation under the Local Issues Alert Procedure

10. None.

Officer(s) to Contact

Mike Sandys, Director of Public Health
Mike.Sandys@leics.gov.uk
0116 305 4239

Jenna Parton, Strategic Lead – Wider Determinants of Health
Public Health
Jenna.Parton@leics.gov.uk
0116 305 7392

PART B

Background

11. 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.
12. 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.
13. The Health Foundation (alongside other best practice summaries) suggests 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

14. Following the agreement in the Joint Health and Wellbeing Strategy to embed Health in All Policies across Leicestershire, and Leicestershire County Council, 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 for all Council decisions. Embedding health considerations into the decision-making processes ensures that 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.
15. The proposal will ensure that all decisions made across the Council include 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 considering how a proposal affects social, economic and environmental living conditions that could impact on health and mental wellbeing.

16. 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 the likely health impacts of decisions.
17. The tiered training approach includes:
- Health in All Our Work** – an eLearning course for all staff to increase knowledge of wider determinants of health and how health is linked to every department in the Council
 - Health in All Our Decisions** - Practical 'how to' sessions around recognising health influences, undertaking a health impact Eform and health consideration section on all Cabinet and Scrutiny papers, delivered to teams and as mixed sessions.
 - Health in All Policies** - Senior leader sessions providing a strategic viewpoint around Health in All Policies, financial cost savings of preventative work on complex upstream issues, shared goals, available on request.
- A Health in All Policies webpage and toolkit with information, resources has been created <https://leics.sharepoint.com/sites/publichealth/SitePages/health-in-all-policies.aspx>
18. A Health Impact e-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.
19. Through formalising health considerations across all functions internally, increasing knowledge around wider influences on health and establishing a systematic approach to influencing decisions and policy plans, this will enable complex issues to be tackled effectively and multi-function actions to bring about measurable change.
20. A HiAP Officer was recruited to the Public Health Department in June 2022 and has devised the training as a method of ensuring the whole County Council workforce has the skills, knowledge and support to undertake Health Impact Assessments (HIA) and complete the 'health considerations' for all reports in a meaningful and impactful way. The role will also support the monitoring and evaluation of the Health in All Policies work, health considerations and HIAs.
21. The HiAP approach, training and tools have been shared with colleagues in other teams working on assessments as part of a statutory function and champions including Equality Impact Assessments, Anti-racism work, Black, Asian and Multi-Ethnic (BAME) network, Diversity Champions and

environmental implications to highlight how the approach is useful to other work – building key relationships to advocate on other assessments. A key theme of the health implications and health impact e-form is focused on reducing the underlying structural inequalities that impact on health outcomes. This should help to improve both Equality Impact Assessments as well as the Environmental Impact Assessment processes, as it ensures an organisational understanding of the broader impact of policies and decisions on the health and wellbeing of residents.

Equality Implications

22. Due regard has been paid to equality, diversity and community cohesion and an EIA has been completed on Health in All Policies that demonstrates this approach is a useful addition to improving reducing the underlying structural inequalities that disproportionately impact the health of some protected characteristics groups.
23. A Health in All Policies approach is associated with improving health outcomes and reducing health inequalities for the most vulnerable populations.

Human Rights Implications

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

Crime and Disorder Implications

25. Health in All Policies complements the Crime and Disorder Implications by showing how both contribute to health outcomes.

Environmental Implications

26. Health in All Policies complements the Environmental Implications by showing how both contribute to health outcomes

Partnership Working and Associated Issues

27. It was agreed as part the of refreshed Leicestershire Joint Health and Wellbeing Strategy to embed health in all policies across organisations represented on the Board.

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>