

Equality Impact Assessment Template

Please complete this template using the [Equality Impact Assessment Guidance document](#)

Version 4: January 2019

Title of proposal (include forward plan reference if available)	Sandwell Suicide Prevention Strategy and Action Plan 2022-2025
Directorate and Service Area	Public Health
Name and title of Lead Officer completing this EIA	Lina Martino, Consultant in Public Health
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Names and titles of other officers involved in completing this EIA	
Partners involved with the EIA where jointly completed	
Date EIA completed	13 June 2022
Date EIA signed off or agreed by Director or Executive Director	
Name of Director or Executive Director signing off EIA	
Date EIA considered by Cabinet Member	

See [Equality Impact Assessment Guidance](#) for key prompts that must be addressed for all questions

**1. The purpose of the proposal or decision required
(Please provide as much information as possible)**

To approve the Sandwell Suicide Prevention Strategy and Action Plan for publication, subject to any amendments required.

2. Evidence used/considered

The Strategy and Action Plan were informed by local and national policy and evidence on suicide prevention. A Suicide Prevention Needs Assessment was carried out in 2021 using mixed methods to update the existing draft Strategy and Action Plan, and understand the impacts of the COVID-19 pandemic on suicide and related factors in Sandwell. This included quantitative data describing the local epidemiology of suicide, and qualitative analysis of interviews with service providers and people with lived experience.

3. Consultation

The draft Strategy & Action Plan were released for public consultation on 20 December 2021 for the statutory 60-day period, supported by a communications plan to ensure maximum reach and representation across our diverse communities. We also worked with voluntary and community sector organisations to engage seldom heard residents and service users.

Feedback from the consultation suggested that the priority areas identified were generally the right ones, with individuals and organisations ranking them similarly in terms of relative importance. However, different groups placed greater emphasis on some of the areas (e.g. children & young people ranked priorities around information and intelligence more highly). The consultation also highlighted gaps around domestic violence & abuse, and individuals in contact with the criminal justice system.

The draft was revised to address these gaps, as well as amending timelines where possible to reflect higher priority actions (taking into account that some of the actions are already ongoing/concurrent with one another, and differences between groups in perceived importance of priority areas).

4. Assess likely impact

Please give an outline of the overall impact if possible.

The purpose of the Sandwell Suicide Prevention Strategy and Action Plan is to reduce numbers of deaths by suicide in Sandwell, with a primary aim to achieve zero suicides in Sandwell by 2030.

However, many of the actions are likely to lead to an overall improvement in population mental health and wellbeing through improving access to support and services.

Please complete the table below at 4a to identify the likely impact on specific protected characteristics

4a. Use the table to show:

- Where you think that the strategy, project or policy could have a negative impact on any of the equality strands (protected characteristics), that is it could disadvantage them or if there is no impact, please note the evidence and/or reasons for this.
- Where you think that the strategy, project or policy could have a positive impact on any of the groups or contribute to promoting equality, equal opportunities or improving relationships within equality characteristics.

Protected Characteristic	Positive Impact ✓	Negative Impact ✓	No Impact ✓	Reason and evidence (Provide details of specific groups affected even for no impact and where negative impact has been identified what mitigating actions can we take?)
Age	x			<p>This is an all-age Strategy. Recommendation 1 (raise awareness of suicide prevention and bereavement support through training for all frontline Council staff) includes a specific action to develop and deliver brief targeted training sessions on suicide prevention & bereavement support for services and sectors that work directly with specific groups across the life course.</p> <p>Middle aged men are disproportionately likely to die by suicide and are a key target group throughout the Strategy and Action Plan. There are also actions that focus specifically on children and young people to address key risk factors for suicide in this age group. Specific actions to address bullying in schools (see Recommendation 2: Pilot town-based, community-led forums) and</p>

				<p>Recommendation 7: Identify and prioritise high-risk populations through working groups) is also likely to have a positive impact across a range of protected characteristics.</p>
<p>Disability</p>	<p>x</p>			<p>Recommendation 4 (work with Community Development Workers to identify gaps in accessibility) includes actions to increase availability of resources in different formats, and to work with minority and/or marginalised communities and groups within Sandwell to understand how their unique lived experience affects their lives and mental health.</p> <p>The Strategy and Action Plan align with related strategies (including Sandwell Better Mental Health Strategy; Autism Strategy; Carers Strategy and End of Life Strategy).</p>
<p>Gender reassignment</p>	<p>x</p>			<p>Recommendation 10 (conduct further assessments to consider specific populations) includes an action to continue to identify key groups for targeted action, with explicit reference to those who are LGBT+. It also includes an action to continue working with the community and voluntary sector to ensure that there is appropriate support for those who do not access traditional services. This will include people who are LGBT+.</p> <p>Recommendation 4 (work with Community Development Workers to identify gaps in accessibility) includes actions to work with minority and/or marginalised communities and groups within Sandwell to understand how their unique lived experience affects their lives and mental health. This will include people who are LGBT+.</p>

Marriage and civil partnership			x	This Strategy and Action Plan do not specifically target people by marital or civil partnership status. However, they are included within universal suicide prevention measures.
Pregnancy and maternity			x	This Strategy and Action Plan do not specifically target pregnant women. However, they are included within universal suicide prevention measures. The Strategy will also link to the Sandwell Better Mental Health Strategy which will include maternal mental health.
Race	x			<p>Recommendation 4 (work with Community Development Workers to identify gaps in accessibility) includes actions to work with minority and/or marginalised communities and groups within Sandwell to understand how their unique lived experience affects their lives and mental health. This will include people from ethnic minority groups.</p> <p>The Strategy will also link to the Sandwell Better Mental Health Strategy which will include an explicit focus on reducing racial inequalities in mental health and access to services.</p>
Religion or belief	x			Recommendation 4 (work with Community Development Workers to identify gaps in accessibility) includes a specific action to work closely with community groups and the faith sector to build on existing infrastructure and embed support around suicide prevention.

Sex	x		<p>Middle aged men are disproportionately likely to die by suicide and are a key target group throughout the Strategy and Action Plan.</p>
Sexual orientation	x		<p>Recommendation 10 (conduct further assessments to consider specific populations) includes an action to continue to identify key groups for targeted action, with explicit reference to those who are LGBT+. It also includes an action to continue working with the community and voluntary sector to ensure that there is appropriate support for those who do not access traditional services. This will include people who are LGBT+.</p> <p>Recommendation 4 (work with Community Development Workers to identify gaps in accessibility) includes actions to work with minority and/or marginalised communities and groups within Sandwell to understand how their unique lived experience affects their lives and mental health. This will include people who are LGBT+.</p>
Other	x		<p>Recommendation 8 (improve data collation and intelligence-gathering) includes an action to improve monitoring of protected characteristics for mental health and wellbeing programmes, project and services delivered or commissioned by SMBC and partner organisations. This is likely to have a positive impact across all protected groups.</p>

Does this EIA require a full impact assessment? Yes No

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, then you do not need to go any further. You have completed the screening stage. You must, however, complete sections 7 and 9 and publish the EIA as it stands.

If you have answered yes to the above, please complete the questions below referring to the guidance document.

5. What actions can be taken to mitigate any adverse impacts?

N/A

6. As a result of the EIA what decision or actions are being proposed in relation to the original proposals?

N/A

7. Monitoring arrangements

Recommendation 8 (improve data collation and intelligence-gathering) includes an action to improve monitoring of protected characteristics across related project and services delivered or commissioned by SMBC and partner organisations.

The impact of the Strategy and Action Plan themselves on protected groups will be monitored

8. Action planning

You may wish to use the action plan template below

N/A