

# Equality & Health Impact Assessment (EHIA)

**Document control – All red text (including this note) is for guidance and should be deleted from the actual EHIA report.**

<b>Title of activity:</b>	Food Premises Inspection Contract
<b>Lead officer:</b>	Tina Nelan, Senior Public Protection Officer, Public Protection, Place.
<b>Approved by:</b>	Helen Oakerbee, Director of Planning and Public Protection
<b>Version Number</b>	V0.1
<b>Date and Key Changes Made</b>	7 <sup>th</sup> May 2025
<b>Scheduled date for next review:</b>	7 <sup>th</sup> May 2028

<b>Did you seek advice from the Corporate Policy &amp; Legal?</b> Please note that the Corporate Policy & Legal and Public Health teams require at least <b>5 working days</b> to provide advice on EHIAs.	Yes / No
<b>Did you seek advice from the Public Health team?</b>	Yes / No
<b>Does the EHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b> See Publishing Checklist.	Yes / No

Please note that EHIAs are **public** documents and unless they contain confidential or sensitive commercial information must be made available on the Council's [EqHIA webpage](#).

**Please submit the completed form via e-mail to [READI@havering.gov.uk](mailto:READI@havering.gov.uk)**  
**Thank you.**

# 1. Equality Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EHIA and ensure you keep this section for your audit trail. If you have any questions, please contact [READI@havering.gov.uk](mailto:READI@havering.gov.uk) for advice from either the Corporate Diversity or Public Health teams. Please refer to [this Guidance](#) on how to complete this form.

## About your activity

1	<b>Title of activity</b>	Food Premises Inspection Contract			
2	<b>Type of activity</b>	Project			
3	<b>Scope of activity</b>	The contract would ensure that the Food premises within the borough are compliant with the food law. The project would ensure that the council meets its obligations in the Food Law Code of Practice.			
4a	<b>Are you changing, introducing a new, or removing a service, policy, strategy or function?</b>	No	If the answer to <u>either</u> of these questions is 'YES' Continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO' Go to question 6.	
4b	<b>Does this activity have the potential to impact (either positively or negatively) upon people from different backgrounds?</b>	No			
4c	<b>Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?</b>	Yes	Use the <a href="#">Screening tool</a> before you answer this question.		If you answer 'YES' Continue to question 5.
5	<b>If you answered YES:</b>	<b>Please complete the EHIA in Section 2 of this document.</b> Please see Appendix 1 for Guidance.			
6	<b>If you answered NO:</b>				

<b>Completed by:</b>	Tina Nelan, Senior Public Protection Officer, Public Protection, Place.
<b>Date:</b>	7 <sup>th</sup> May 2025

## 2. The EHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

### Background/context:

Every year the Food safety team has a programme of inspections of premises that are due for a visit. Due to limited resources over the years, this contract has carried out most of the inspections. The contract solely carries out inspections that are due. Any follow up work following the initial inspection is completed by the 'in house officers' this may include serving notices, or revisiting premises due to non-compliance with the legislation.

This contract is significant in ensuring the local authority meets its obligations in the Food Law Code of Practice which is monitored by the Food Standards Agency.

Without regular inspections being carried out at food premises the health and wellbeing of the general public may be at risk.

*\*Expand box as required*

### Who will be affected by the activity?

Businesses, employees, residents and visitors to Havering

*\*Expand box as required*

### Protected Characteristic - Age: Consider the full range of age groups

If there is an impact on under 18s, how have you / will you ensure their views are gained to inform decision making?

Please tick (✓)  
the relevant box:

<b>Positive</b>	<b>X</b>
<b>Neutral</b>	
<b>Negative</b>	

#### Overall impact:

The contract focuses on the health and wellbeing of all persons including protected groups.

*\*Expand box as required*

**Evidence:**  
 Food safety inspections help protect vulnerable age groups, particularly children and older adults, who may be more susceptible to foodborne illnesses.

*\*Expand box as required*

**Sources used:**  
 Public Health England guidance on age-related vulnerability to foodborne pathogens;  
 Food Standards Agency reports.

*\*Expand box as required*

**Protected Characteristic - Disability:** Consider the full range of disabilities; including physical, mental, sensory, progressive conditions and learning difficulties. Also consider neurodivergent conditions e.g. dyslexia and autism.

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.
<b>Positive</b>	<b>X</b>	
<b>Neutral</b>		
<b>Negative</b>		

*\*Expand box as required*

**Evidence:**  
 Inspections ensure premises are safe and hygienic for individuals with physical or sensory impairments, who may face greater health risks from poor food hygiene.

*\*Expand box as required*

**Sources used:**  
 Equality and Human Rights Commission (EHRC) disability standards; local inspection reports noting accessibility issues.

*\*Expand box as required*

**Protected Characteristic – Sex / gender:** Consider both men and women

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	<b>X</b>	

<b>Neutral</b>		The contract focuses on the health and wellbeing of all persons including protected groups.
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b> The contract applies equally to all food premises, supporting health outcomes for all genders. No differential impact identified.		
<i>*Expand box as required</i>		
<b>Sources used:</b> Local demographic data; Public Protection inspection records.		
<i>*Expand box as required</i>		

<b>Protected Characteristic – Ethnicity / race / nationalities:</b> Consider the impact on different minority ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.
<b>Positive</b>	<b>X</b>	
<b>Neutral</b>		
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b> Inspections cover a diverse range of food businesses, including those serving ethnic cuisines. Ensuring compliance supports community trust and safety.		
<i>*Expand box as required</i>		
<b>Sources used:</b> Food business registration data; EHRC race equality guidance; local community engagement feedback.		
<i>*Expand box as required</i>		

**Protected Characteristic – Religion / faith:** Consider people from different religions or beliefs, including those with no religion or belief

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.  <i>*Expand box as required</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b> Inspections may include premises serving food prepared according to religious dietary laws (e.g. halal, kosher), ensuring compliance and respect for faith-based practices.  <i>*Expand box as required</i>		
<b>Sources used:</b> Food Standards Agency religious food handling guidance.  <i>*Expand box as required</i>		

<b>Protected Characteristic - Sexual orientation:</b> Consider people who are heterosexual, lesbian, gay or bisexual		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.  <i>*Expand box as required</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b> No specific impact identified. The contract applies universally and does not differentiate based on sexual orientation.  <i>*Expand box as required</i>		
<b>Sources used:</b> EHRC guidance on sexual orientation and service delivery.  <i>*Expand box as required</i>		

<b>Protected Characteristic - Gender reassignment:</b> Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.  <i>*Expand box as required</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b> No specific impact identified. The contract supports safe environments for all individuals, including those undergoing or having undergone gender reassignment.  <i>*Expand box as required</i>		
<b>Sources used:</b> EHRC transgender inclusion guidance.  <i>*Expand box as required</i>		

<b>Protected Characteristic – Marriage / civil partnership:</b> Consider people in a marriage or civil partnership		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.  <i>*Expand box as required</i>
<b>Positive</b>	<input checked="" type="checkbox"/>	
<b>Neutral</b>	<input type="checkbox"/>	
<b>Negative</b>	<input type="checkbox"/>	
<b>Evidence:</b> No differential impact identified. The contract supports public health for all individuals regardless of marital status.  <i>*Expand box as required</i>		

**Sources used:**  
Local demographic data; EHRC service access standards.

*\*Expand box as required*

**Protected Characteristic - Pregnancy, maternity and paternity:** Consider those who are pregnant and those who are taking maternity or paternity leave

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.
<b>Positive</b>	X	
<b>Neutral</b>		
<b>Negative</b>		

*\*Expand box as required*

**Evidence:**  
Inspections help protect pregnant individuals and young children from foodborne risks, which can have serious health consequences.

*\*Expand box as required*

**Sources used:**  
NHS guidance on pregnancy and food safety; Food Standards Agency risk assessments.

*\*Expand box as required*

**Socio-economic status:** Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  The contract focuses on the health and wellbeing of all persons including protected groups.
<b>Positive</b>	x	
<b>Neutral</b>		
<b>Negative</b>		

*\*Expand box as required*

**Evidence:**  
Lower-income groups may rely more on affordable food outlets such as food banks. Ensuring these premises meet hygiene standards helps reduce health inequalities.

*\*Expand box as required*

**Sources used:**

Index of Multiple Deprivation (IMD); Public Protection Database; local health inequality reports.

*\*Expand box as required*

**Health & Wellbeing Impact:** Please use the Health and Wellbeing Impact Tool on the next page to help you answer this question.

Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity?

*Please tick (✓) all the relevant boxes that apply:*

**Positive**

**Neutral**

**Negative**

**Overall impact:** The contract will ensure all food premises due an inspection this year are visited. This will ensure that food business operators meet the legal requirements to produce safe food, preventing ill health and/ or death.

*\*Expand box as required*

**Do you consider that a more in-depth HIA is required as a result of this brief assessment?** Please tick (✓) the relevant box

Yes

No

**Evidence:** Lack of inspections during the pandemic and inspections to premises taking longer to achieve, as well as the cost of living crisis, has seen a rise in the number of interventions the team has taken to ensure compliance and the frequency of the inspections increasing.

*\*Expand box as required*

**Sources used:** Public Protection Database

*\*Expand box as required*

### 3. Health & Wellbeing Screening Tool




Will the activity / service / policy / procedure affect any of the following characteristics? Please tick/check the boxes below  
The following are a range of considerations that might help you to complete the assessment.

Lifestyle YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Personal circumstances YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>	Access to services/facilities/amenities YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<input type="checkbox"/> Diet <input type="checkbox"/> Exercise and physical activity <input type="checkbox"/> Smoking <input type="checkbox"/> Exposure to passive smoking <input type="checkbox"/> Alcohol intake <input type="checkbox"/> Dependency on prescription drugs <input type="checkbox"/> Illicit drug and substance use <input type="checkbox"/> Risky Sexual behaviour <input type="checkbox"/> Other health-related behaviours, such as tooth-brushing, bathing, and wound care	<input type="checkbox"/> Structure and cohesion of family unit <input type="checkbox"/> Parenting <input type="checkbox"/> Childhood development <input type="checkbox"/> Life skills <input type="checkbox"/> Personal safety <input type="checkbox"/> Employment status <input type="checkbox"/> Working conditions <input type="checkbox"/> Level of income, including benefits <input type="checkbox"/> Level of disposable income <input type="checkbox"/> Housing tenure <input type="checkbox"/> Housing conditions <input type="checkbox"/> Educational attainment <input type="checkbox"/> Skills levels including literacy and numeracy	<input type="checkbox"/> to Employment opportunities <input type="checkbox"/> to Workplaces <input type="checkbox"/> to Housing <input checked="" type="checkbox"/> to Shops (to supply basic needs) <input checked="" type="checkbox"/> to Community facilities <input type="checkbox"/> to Public transport <input type="checkbox"/> to Education <input type="checkbox"/> to Training and skills development <input type="checkbox"/> to Healthcare <input type="checkbox"/> to Social services <input type="checkbox"/> to Childcare <input type="checkbox"/> to Respite care <input type="checkbox"/> to Leisure and recreation services and facilities
Social Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Economic Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>	Environmental Factors YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
<input checked="" type="checkbox"/> Social contact <input type="checkbox"/> Social support <input type="checkbox"/> Neighbourliness <input type="checkbox"/> Participation in the community <input type="checkbox"/> Membership of community groups <input checked="" type="checkbox"/> Reputation of community/area <input type="checkbox"/> Participation in public affairs <input type="checkbox"/> Level of crime and disorder <input type="checkbox"/> Fear of crime and disorder <input type="checkbox"/> Level of antisocial behaviour <input type="checkbox"/> Fear of antisocial behaviour <input type="checkbox"/> Discrimination <input type="checkbox"/> Fear of discrimination <input checked="" type="checkbox"/> Public safety measures <input type="checkbox"/> Road safety measures	<input type="checkbox"/> Creation of wealth <input type="checkbox"/> Distribution of wealth <input type="checkbox"/> Retention of wealth in local area/economy <input type="checkbox"/> Distribution of income <input type="checkbox"/> Business activity <input checked="" type="checkbox"/> Job creation <input checked="" type="checkbox"/> Availability of employment opportunities <input type="checkbox"/> Quality of employment opportunities <input type="checkbox"/> Availability of education opportunities <input type="checkbox"/> Quality of education opportunities <input type="checkbox"/> Availability of training and skills development opportunities <input type="checkbox"/> Quality of training and skills development opportunities <input type="checkbox"/> Technological development <input type="checkbox"/> Amount of traffic congestion	<input checked="" type="checkbox"/> Air quality <input type="checkbox"/> Water quality <input type="checkbox"/> Soil quality/Level of contamination/Odour <input type="checkbox"/> Noise levels <input type="checkbox"/> Vibration <input type="checkbox"/> Hazards <input type="checkbox"/> Land use <input type="checkbox"/> Natural habitats <input type="checkbox"/> Biodiversity <input type="checkbox"/> Landscape, including green and open spaces <input type="checkbox"/> Townscape, including civic areas and public realm <input type="checkbox"/> Use/consumption of natural resources <input type="checkbox"/> Energy use: CO2/other greenhouse gas emissions <input type="checkbox"/> Solid waste management <input type="checkbox"/> Public transport infrastructure

## 4. Outcome of the Assessment

The EHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	<p>1. The initial screening exercise showed a strong indication that there will be no impacts on people and need to carry out an EHIA.</p> <p>2. The EHIA identified <b><u>no significant concerns</u></b> OR the identified <b><u>negative concerns</u></b> have already been <b><u>addressed</u></b></p>		<p><b>Proceed with implementation of your activity</b></p>
	<p>3. The EHIA identified some <b><u>negative impact</u></b> which still needs <b><u>to be addressed</u></b></p>		<p><b>COMPLETE SECTION 5:</b>  <b>Complete action plan</b> with measures to mitigate the and finalise the EHIA</p>
	<p>4. The EHIA identified some <b><u>major concerns</u></b> and showed that it is <b><u>impossible to diminish negative impacts</u></b> from the activity to an acceptable or even lawful level</p>		<p><b>Stop and remove</b> the activity or <b>revise</b> the activity <b>thoroughly</b>.  <b>Complete an EHIA on the revised proposal.</b></p>

## 5. Action Plan

The real value of completing an EHIA comes from identifying the actions that can be taken to eliminate/minimise **negative** impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will mitigate or reduce any **negative** equality and/or health & wellbeing impacts, identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; if required, will amend the scope and direction of the change; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Religion/faith	Positive impact	Include targeted outreach to minority-owned food businesses to ensure awareness of inspection standards and support available.	Track engagement levels and feedback from minority-owned businesses via quarterly reports.	Within 6 months	Food Safety Team Leader
Religion/faith	Positive impact	Ensure inspection materials and guidance are available in accessible formats for individuals with disabilities and non-English speakers.	Monitor usage of accessible materials and conduct annual review of accessibility needs.	Within 3 months	Public Protection Communications Officer
Pregnancy Disability Age	Positive impact	Develop a feedback mechanism for vulnerable groups (e.g. elderly, pregnant individuals) to	Review feedback quarterly and incorporate findings into inspection planning.	Within 4 months	Community Engagement Officer

		report concerns about food premises.			
Low income Financially Excluded	Positive impact	Monitor inspection outcomes by socio-economic area to identify disparities and target support accordingly.	Use Index of Multiple Deprivation data to correlate inspection outcomes and publish findings annually	Ongoing, with annual review	Public Health Analyst

**Add further rows as necessary**

\* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts.

\*\* Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

## 6. Review

In this section you should identify how frequently the EHIA will be reviewed; the date for next review; and who will be reviewing it.

**Review:**

**Scheduled date of review:**

**Lead Officer conducting the review:**

*\*Expand box as required*

**Please submit the completed form via e-mail to [READI@havering.gov.uk](mailto:READI@havering.gov.uk)  
Thank you.**