1. Issues to consider – areas of impact

*Adapted from Integrated Impact Assessment Guidelines from NHS Lothian, Scotland

The notes below show some of the links between some of the points in the checklist and the health and wellbeing of our communities. Again, this is not an exhaustive list and is provided as initial pointers for discussion. Consider how each potential area of impact would impact differently on the affected population groups.

Control

Importance	Issues to consider
A sense of control over one's choices and environment/ situation has been shown to be effective in maintaining good mental health and safeguarding human rights. Control includes: a sense of agency (believing in your ability to pursue goals); mastery (over environment and circumstances); autonomy (having self-determination); and self-efficacy (believing in your own abilities). All are key influences to supporting mental health and wellbeing and human rights. A lack of these elements has been shown to increase stress and poor mental health.	• Will the proposal allow people to have more or less control of their everyday lives? • What impact will the proposal or plan have on people's sense of control in a workplace setting? • Will the proposal, policy or plan impact negatively on employment for the area/ population? • What impact will changes have on financial security and confidence? • Will the proposal result in people having insecure employment, which in areas of high unemployment, has been shown to be very damaging to mental health? • What impact will the proposal have on access to education, and support services? • Do cultural norms and expectations impact on behaviour and health outcomes? • Will the proposal impact on the ability of children,

	young people and/or adults to exercise their rights?

Social status

Importance	Issues to consider
There is a close association between relative social status and health. For example, workplace studies show that people at higher grades have better physical and mental health than lower grade staff. It is thought that increasing status differences and status competition cause chronic stress that affects the cardiovascular and immune systems and leads to more rapid ageing.	• Will the proposal affect the relative social status of different groups of people? • Will the proposal enable staff on lower grades be involved in decision-making and have more control of their social/work environment? • Will an individuals human rights be protected?

Tackling Discrimination

Importance	Issues to consider
Age, gender, class, race/ethnicity, disability, sexuality and physical health influence risk and protective factors for mental health and the way in which mental distress is expressed.	• Will the proposal have a positive, negative or indirect impact on discrimination? • Will the proposal impact differentially on different ethnic groups, genders, SES position, ages? • Will the proposal encourage cohesive communities? • Will the proposal be accessible and acceptable for different population groups?

Participation and inclusion

Importance	Issues to consider
Participation and inclusion are key concepts in promoting mental wellbeing. Participation is the extent to which people are involved and engaged in their immediate household, and includes cultural and leisure activities as well as volunteering, membership of clubs, involvement in local decision making. Strong social networks, social support and social inclusion play a significant role in both enhancing mental wellbeing and preventing mental health problems. Social isolation is an important risk factor for both deteriorating mental health and suicide. Social support and social participation do not mediate the effects of material deprivation, which in itself is a significant cause of social exclusion.	• Will the proposal ensure that people are connected to each other? • Will it enable access to cultural, leisure, volunteering activities? • Will it promote people from diverse communities coming together at an individual and/or community level? • Will it promote people having a meaningful role e.g. volunteer, carer? • Will the proposal impact on paid employment opportunities? • Will the proposal impact on people levels of trust, feeling listened to and/or feelings of safety? • Will the proposal impact on challenging stigma and discrimination e.g. stigma of mental ill-health, prejudices relating to a person's actual or presumed race, religious belief, disability, sexual orientation or transgender identity? • Will the proposal target the most vulnerable to feelings of isolation?

Family support and social networks

Importance	Issues to consider
There is an association between social support, social capital and health. **Social capital** includes: **Bonding**: strong supportive ties within a group, e.g. in a family cultural or interest grouping, which can increase confidence and self esteem. **Bridging**: weaker ties that connect people for example between acquaintances. These give access to new ideas, resources, communities and cultures. **Linking**: connections between people with different backgrounds and circumstances. These increase the ability of individuals and communities to influence change. All of these have been shown to be protective factors for mental and physical health. **Emotional support**, such as confiding relationships and provision of counseling support and social networks/relationships can act as a protective factor for increasing reliance and community assets.	• Will the proposal enhance potential for social or family support? • Will the proposal increase positive connections between people in different groups and release social capital? • Could bridging and linking activities be enhanced through developing cultural bridging between geographic and specialist services? • Will the proposal develop a sense of belonging for all communities to appreciate? • Will the proposal value the diversity of people's different backgrounds and circumstances? • Will the proposal foster good relationships?

Stress, resilience and community assets

Importance	Issues to consider
Resilience of both individuals and communities is seen	• How will the proposal influence physical health

as relevant and significant in supporting a sense of positive mental health.

Resilience in individuals is strongly influenced by elements such as parenting, social networks, educational opportunities, and physical activity and diet- these elements have been shown to have a lasting impact both on maintaining good mental health, and on recovering from adverse circumstances.

Resilience in communities is related to identity, and is often focused on links between groups within a community, financial security and opportunity, or about positive feelings about place.

Fractured communities often face higher rates of violence, disorder and people experience more mental health problems and higher levels of stress in these places.

Making use of people's own strengths and assets, and building on these, can help to combat negative social and economic determinants of health and wellbeing. However, this should not mean that people are left to manage deprivation or inequality, but that resilience and assets should be strengthened.

and lifestyle choices, as physical activity, diet and nutrition, and alcohol/ drug use impact on resilience?

- How will the proposal or plan impact on substance use of individuals/ community or the services that work to tackle these issues?
- What will the impact be on educational opportunities?
- How will the proposal affect the community?
- Will the proposal or plan impact on opportunities for volunteering, cooperative sharing, exchange and social engagement?
- Will the proposal create more opportunities for green space, for safe outside areas, and places to meet?
- Will the proposal or plan impact on pollution, noise, transport or access to services?
- What will the impact be on housing and a sense of crowding or neighbourhood noise?

Crime and fear of crime

Importance	Issues to consider
Crime and fear of crime have a significant impact on quality of life. Crime can directly damage health, for example by physical injuries arising from violent attack and can have long term impacts on mental health. Crime can increase stress, smoking, drinking or drug use. Fear of crime may limit people's lifestyles in a way which is detrimental to their health, for example it may restrict physical activity and social participation because people are fearful of walking in their neighbourhoods. Fear of crime has been shown to undermine local social networks and trust ('social capital').which in turn impacts upon mental and physical health. In 2012, an estimated 16.9% of Australian women aged 18 years and over had experienced partner violence since the age of 15 years. Domestic abuse is overwhelmingly perpetrated by men against women.and children of both sexes but may also occur in same sex relationships. Discrimination in relation to ethnicity, disability, sexual orientation, poverty, age, migrant or refugee status etc. can increase and intensify vulnerability to abuse. Health consequences of abuse include injury, anxiety, depression, poor self-perception, poor education and employment history, addictions, self harm, eating disorders and suicide. Abuse will also affect a person's	Will the proposal impact on: • Safe, stable, and nurturing relationships between children and their parents and caretakers • Availability and misuse of alcohol • Access to lethal means • Life skills and enhanced opportunities for children and youth • Gender equality and empowering women • Cultural norms that support violence • Criminal justice systems • Social welfare systems • Social distance between conflicting groups • Economic inequality and concentrated poverty Will the proposal affect aspects of the physical environment associated with crime including: • Poor physical security • Low levels of surveillance • Insecure access to and from to buildings and public areas • Territorialism • Poor management and maintenance • Low pedestrian density

Importance	Issues to consider
capacity and confidence to approach and make use of public services.	

Diet and nutrition

Importance	Issues to consider
Eating a healthy diet can reduce the risk of cardiovascular disease, cancers, obesity and several other conditions. Is it estimated that over half of NSW adults are either overweight or obese (53.3%). Strategies such as the Healthy Living Pyramid released by Nutrition Australia and NSW Healthy Eating and Active Living Strategy 2013-18 from the NSW ministry of health aim to prevent obesity within the population. Obesity is more common among people within the most socioeconomically disadvantaged populations.	Dietary intake is influenced strongly by • Availability and affordability of both 'healthy' foods (especially fresh fruit and vegetables) and 'unhealthy' foods containing high levels of fat, sugar and salt. • Individuals' cooking skills and literacy. • Ability to eat and drink unaided. • Culture, traditions and food habits between and within population groups. • Provision of food, for example, for people in state provided accommodation.

Substance use: tobacco, alcohol or drugs

Importance	Issues to consider
In 2016, it was reported that 15% of NSW adults were current smokers. People within the most disadvantaged are much more likely to be smokers (17.9%) compared to those in the least disadvantaged quartile (9.6%). Smoking and other forms of tobacco use increase the	Smoking disproportionately affects those already disadvantaged by poverty Tobacco is highly addictive and consumption is strongly associated with:- • Availability

Importance	Issues to consider
risk of cancers, coronary heart disease, respiratory disease and other conditions. In 2013, smoking attributable deaths occurred at a rate of 60.3 per 100,000 population in NSW.	• Affordability, and • Attractiveness/cultural norms.
In 2013, 1289 people died from alcohol attributable conditions in NSW accounting for a rate of 15.4 per 100,000 population.	Alcohol consumption is strongly associated with • Availability, • Affordability, • Cultural norms.
In 2016, 15.6% of the Australian population reported use of illicit drugs. People from the lowest socioeconomic status are more likely to have used illicit drugs (around 17%) than those in the highest socioeconomic status (around 15.5%)	There are strong links between problematic substance misuse and: • Poverty and social exclusion • Communities where drug misuse is normalised • Low educational attainment • Truancy or exclusion from school • Involvement in criminal activity or anti-social behaviour • Abuse and neglect

Physical activity

Importance	Issues to consider
Physical activity improves mental health and reduces the risk of cardiovascular disease, colon cancer, osteoporosis, obesity, diabetes and injuries. Sedentary behavior has been recognised as a risk factor to chronic disease and obesity. Just over 40% of Australian adults meet the "sufficiently	Physical activity levels are influenced by • The nature of work (sedentary work has become more common) • Availability and accessibility of play facilities • Availability, accessibility and promotion of leisure services and where appropriate support to use

Importance	Issues to consider
active" threshold of the National Physical Activity Guidelines for adults, which recommend "at least 30 minutes of moderate intensity physical activity on most days". People in the most socioeconomically disadvantaged groups are 1.5 times more likely to not meet the sufficient physical activity guidelines compared to those in the lowest disadvantage groups. Some people gain this through purposive leisure activity such as sport. For many people the most sustainable way to achieve it is to build physical activity into their daily life, for example by walking or cycling to work. Levels of physical activity have declined in recent decades due to a shift to more sedentary work and less active travel modes.	these • Available transport choices (public transport, walking and cycling routes, car dependency) • Whether the environment is designed to promote walking and cycling.

Life skills

Importance	Issues to consider
People with higher levels of education have higher life expectancy and lower risk of poor health. Skills that may enhance health outcomes include social skills, self-efficacy (belief in your own abilities), resilience and coping mechanisms. Support for parents to improve parenting skills can improve outcomes for both children and parents. The benefits of education apply not only to school education but also adult learning courses. Safe-guarding human rights.	Skills may be enhanced by: • Formal and informal educational and training opportunities • Educational approaches that value diversity and foster social skills and academic achievement • Encouragement and opportunities for success which boost self efficacy • Parenting support • Cultural norms and values that support learning • Ensuring additional support is in place for those

Importance	Issues to consider
People who would find it more difficult to access education including young carers, children with additional support needs, Aboriginal and Torres Strait Islander populations and looked after children and young people.	who need it.

Environmental impacts

Carbon emissions

Importance	Issues to consider
Extreme changes in weather or temperature can cause significant impact on health, especially in vulnerable people eg children the elderly and the immuno-compromised. WHO estimates that climate change caused 150,000 deaths in 2000, mostly in developing countries. The NHS carbon footprint for example breaks down as follows: 52% procurement 23% energy use 24% travel 1% waste	• Some companies are now producing carbon emission profiles for their products. In the absence of this information, purchasing and using less product will usually equate to fewer carbon emissions. • New buildings may not be more energy efficient than old ones. Consider potential for sustainable energy sources. • Patient and visitor travel accounts for 16% of the carbon footprint, staff commuting to work is 3% and staff business travel 6%. Some proposals may increase travel for some groups but reduce it for others.

Pollution

Importance	Issues to consider
Air pollution, both indoor and outdoor, is associated with cardio-respiratory disease. Water contamination can cause GI infections. Greenspace, particularly trees and large shrubs, can protect people from flooding, air pollution, noise and extremes of temperature in urban settings.	• Will the proposal cause or minimise air, water, soil or noise pollution? • Will the proposal affect the risk of flooding? • Will the proposal enhance or damage greenspace? • Will the proposal make efficient use of natural resources? • Will the proposal minimise waste and dispose of it in accordance with current good practice? • Will the proposal create cleaner, safer and greener neighbourhoods (e.g. by reducing litter and graffiti, and maintaining pleasant public spaces)? • Will the proposal protect and improve bio-diversity (e.g. wildlife habitats)?

Accidental injuries and public safety

Importance	Issues to consider
Unintentional injury is one of the main causes of death and is a common cause of emergency hospital admissions in children. It is also a common cause of emergency hospital admissions and deaths among	Will the proposal increase activities commonly associated with injury? If so, what actions have been taken to mitigate the risks? What is the evidence that these are likely to be effective?

Importance	Issues to consider
adults. Unintentional injuries may occur at home, at work, in sport and recreation, on the roads and at school. The main types of unintentional injuries include road traffic crashes, poisoning, falls, burns & scalds, drowning, choking, exposure to animate/inanimate mechanical forces, assault, over exertion and accidental exposure to unspecified factors. The most common reason for hospital admission is falls but the most common reason for deaths is road crashes. The risk increases with socio-economic deprivation, and in most age groups males are more likely to suffer than females. Unintentional injury in the home may be reduced by safety devices like smoke alarms and child resistant packaging on poisonous substances. Smoke alarms reduce the risk of injuries from fire but need to be properly installed and maintained. Tailored exercise programmes for older people, removal of tripping hazards and installation of hand rails may reduce risk of falling in the home. Road safety education for children can improve their road crossing behaviour but needs to be repeated at regular intervals. Driver education in schools can lead to early licensing and increase the proportion of teenagers involved in crashes. Speed restrictions and engineering measures can reduce the risk of road crashes.	Has specific consideration been given to the risks to children? Will the proposal involve large public gatherings? If so, has a risk assessment been done? Will the proposal impact on people's ability to install or maintain safety devices? Will the proposal affect road speeds or exposure of vulnerable road users to traffic? Will the proposal impact on physical access – if so have the needs of people with a disability been met? Will the proposal provide people with skills to reduce their risk of injury? What is the evidence that this will be effective?

Transmission of infectious disease

Importance	Issues to consider
Infectious diseases range from minor self limiting conditions like 'colds' to life threatening conditions like influenza and legionella that can affect a wide range of people. Blood borne viruses like hepatitis or HIV can also significantly affect an individual's life and choices. Infectious diseases that are notifiable under Public Health Legislation can lead to exclusion from the workplace and exclusion of children from school or nursery. In extreme cases individuals may be subject to quarantine orders or to detention in a hospital. Where a worldwide outbreak of disease takes place e.g. SARS or H1N1 the consequences for large sectors of the population can be serious causing high levels of illness and death. People who are frail or have poor immune systems are more vulnerable to infections. This might apply to the elderly and children but this will depend on the disease (e.g. otherwise healthy young adults were affected by H1N1) There may be specific issues for those resident in institutions such as prisons or care homes.	Will the proposal impact on the likelihood of transmission by: • contaminated food or water • direct contact with or droplets from infected people or animals • contact with blood or other body fluids. Will the proposal impact on travel, of people, foods or disease vectors? Will the proposal impact on agricultural controls, water pollution and provision of clean water, controls on food and food products? Have the risks been communicated to people for whom English is not their first language or have low levels of literacy?

Transport

Importance	Issues to consider

Importance	Issues to consider
Access to jobs, education, shops, leisure and other essential services is of central importance to an individual's socio-economic status and therefore health. People may be excluded from these because they lack accessible, affordable transport. Road traffic contributes to air pollution; it accounts for 30% of $PM_{2.5}$, which are small airborne particles that have been associated with cardio-respiratory disease. It is estimated that overall there is a 6% change in mortality per 10 $\mu g.m^{-3}$ change in annual average $PM_{2.5}$. In 2007 there were almost 217 deaths due to road traffic accidents in NSW. Road users at highest risk of being killed or seriously injured are cyclists and pedestrians. The most commonly cited cause of a road crash is speed. Active travel modes like walking and cycling increase physical activity levels. Major road or rail infrastructure or large traffic volumes can lead to community severance. Transport noise may cause annoyance and sleep disturbance Motorised transport accounts for 22% of CO_2 emissions. A range of detrimental health impacts are predicted to arise from continued climate change.	Will the proposal lead to a change in levels of motorised transport? Will it encourage or discourage people to use active modes of transport? Will it impact on access to services and amenities by active travel or public transport? Will it involve development of major infrastructure?

Housing

Importance	Issues to consider
Poor quality housing is associated with poor health and	Will the proposal affect the risk of homelessness, or

Importance	Issues to consider
wellbeing outcomes. Homelessness is associated with particularly poor outcomes. Housing and area improvement can improve perceived safety, community involvement, and area satisfaction; but may also increase housing costs and cause disruption, uncertainty, lack of control, displacement or relocation to new housing, social exclusion and community division. Home ownership is associated with better health but mortgage arrears are associated with poor health. Sustainable communities will offer sufficient range, diversity, affordability and accessibility of housing within a balanced housing market.	provision of support for people who are homeless or at risk of homelessness? Will the proposal improve housing conditions? Does the proposal affect the housing mix? How will residents and others affected be consulted and involved in decision making? Will people be displaced? Will the proposal impact on continuity of health or other service provision? How will the proposal affect housing or other related costs? Will there be disruption to residents? Will there be changes to the social mix of the area? Will the proposal encourage active travel, physical activity and play? How will homes and public spaces be maintained?

Living conditions

Importance	Issues to consider
Our physical environment can have a significant impact on both our physical and mental health and, research is showing, that it also impacts on both the level of our achievements and our life span. This applies to our total physical environment though housing is obviously a key factor. Poor quality housing is associated with poor health outcomes. In particular, housing that is damp and/or mouldy is associated with respiratory symptoms. Heat	Will the proposal improve the quality of the wider environment or housing quality? Will it improve the overall appearance of the neighbourhood or add to the local community? Will the proposal improve general living conditions and overall neighbourhood satisfaction? Will the proposal impact on access to or quality of public

(including from insulation and energy) can also impact during colder temperatures	space and greenspace?
Living in high rise flats and overcrowding are associated with poorer mental health particularly for families.	Will the proposal impact on rents or other housing costs?
Experiencing greenspace is associated with improved mental health and reduced stress.	Will the proposal impact on people in travelling communities?
Access to high quality, well connected greenspace is also associated with increased levels of physical activity. Greenspace can also enhance social interactions.	How will residents be involved in the process from start to finish?

Economic impacts

Income

Importance	Issues to consider
There is ample evidence that people of low income have poorer physical and mental health than more affluent people. For almost any health condition or health indicator, there is a gradient of better health with increasing affluence. People from the most socioeconomically disadvantaged quintile have a lower life expectancy at birth (82.0 years) when compared with the highest quintile at 85.4 years, they also experience higher mortality and morbidity, poorer mental health, are more likely to smoke, have poorer diets, babies are more likely to be low birth weight and less likely to be breastfed. Countries with higher levels of income inequality have poorer health. Both absolute and relative poverty have an impact on	Will the proposal impact on incomes? Whose income will be affected? How will it affect relative incomes, and income differentials?

Importance	Issues to consider
health and may impact on a person's human rights. The reasons include poorer access to material resources and chronic psychosocial stress caused by poverty. Financial hardship may lead to wider consequences including debt, fuel poverty and homelessness, all of which have adverse impacts on health. There are also life course effects, which means that life circumstances in childhood have a lasting impact on health into adulthood.	

Employment (paid or unpaid) and working conditions

Importance	Issues to consider
The benefits of employment include provision of structured time, social contact and satisfaction arising from involvement in a collective effort. There is strong evidence that for most people, being unemployed brings poorer health outcomes than being in work. Being unemployed is associated with increased mortality, poorer physical and mental health, and higher GP consultation and hospital admission rates. Unemployment also leads to poorer socio-economic status, relative poverty and financial anxiety. People who are long term unemployed are more likely to have low qualification levels, have a disability, be lone parents be from an ethnic minority, or be older workers. People with a criminal record often face particular difficulties accessing employment. Unemployment in young people can have long term	Will the proposal impact on employment (including unpaid employment such as volunteering)? How secure will any new employment be? What will the quality of employment be, for example in relation to job control and job strain? Will it impact on workers' level of control over their work? Will it impact on exposure to occupational hazards? Will the employment provide opportunities for social interaction, learning and a sense of being valued? Will local people benefit? Do local people have the right skills to access the new employment? Will local businesses benefit (e.g. SME's, social enterprises)? Will the proposal target employment at people who

Importance	Issues to consider
impacts on their productivity, income and employment outcomes. There is also strong evidence that job insecurity and low quality work have adverse effects on health, particularly mental health. Conversely, people who have varied jobs and control over what they do experience lower levels of illness. Volunteering can improve individuals' sense of health and wellbeing.	experience barriers in accessing the labour market? Will contractors be asked to apply and demonstrate agreed equality, ethical and sustainability standards? Who will benefit from any volunteering opportunities? How will volunteers be supported?

Educational opportunities, positive destinations

Importance	Issues to consider
People with higher levels of education have higher life expectancy and lower risk of poor health. This is partly because they are more likely to be employed and increases in education are associated with higher paid, higher status employment. People with higher education levels are also likely to work in a safer environment and report more fulfilling, subjectively rewarding jobs. Education may also embed habits, skills and values that support development of social skills and participation in society. Education may enhance self-efficacy (belief in your own ability) and increase psychological resilience and coping mechanisms.	Will the proposal enhance educational attainment for children or adults? Will the proposal provide educational opportunities likely to lead to high quality employment? Will the education include opportunities to develop social skills, personal resilience and other life skills as well as academic qualifications? How will people be selected for these opportunities? Is priority given to people who disproportionately face poorer access to and quality of education? Will any groups face barriers to accessing education?

Importance	Issues to consider
The greatest benefits are observed from early year's education and support. But benefits of education apply not only to school education but also adult learning courses.	

Services: Culture and Leisure

Importance	Issues to consider
Leisure services may: • Provide opportunities for physical activity • Enhance social capital by supporting connections between people from different backgrounds and circumstances. • Provide opportunities to gain skills The use of arts in healthcare settings can improve clinical outcomes related to mental and physical health. Culture-led regeneration initiatives, which encourage the re-use of redundant buildings, greater public use of open spaces and the mixed use of urban space, can reduce traffic and fear of crime, increase sense of safety and instil a sense of pride of place.	Will the proposal impact on leisure services? If so, which services and how could they enhance health? Which people are likely to make use of these services? Will the proposal target people who are disproportionately affected by poor access to and quality of culture and leisure services? Will the proposal help to promote social cohesion through encouraging good relations between people in different cultural or interest groups? Will social norms and attitudes be affected?

Services: Health care

Importance	Issues to consider
Appropriate delivery of high quality healthcare should improve health outcomes.	Will the proposal impact on access to or quality of health services?

There is evidence that the people most in need may find it most difficult to access healthcare.	How will it impact on access and quality for those people who are most in need? Is this delivered universally but proportionate to need?

Services: Social services

Importance	Issues to consider
Social services provide support to people and may help them fulfil basic needs, gain skills, and access other services and employment and protect their human rights.	Will the proposal impact on access to or quality of social services? If so, which groups and which services will this affect?