Health and wellbeing checklist
For University decision-making

Healthy Sydney University
April 2016
Health and wellbeing checklist

Summary

Healthy Sydney University works towards our university being a health promoting university. A health promoting university embeds health and wellbeing in the everyday business of a university.¹

In October 2015 the University of Sydney’s Senior Executive Group (‘SEG’) endorsed Healthy Sydney University to develop a checklist to help members of the University of Sydney community consider the impact on health and wellbeing during decision-making.

This checklist was prepared by Healthy Sydney University in consultation with a health policy expert, Dr Patrick Harris, at the Menzies Centre for Health Policy within the Charles Perkins Centre. The checklist encompasses an evidence-informed reflective process that will assist decision-making groups in the University to consider the impact on health and wellbeing of any decisions they are considering.

The checklist is based on two main approaches to influencing policy and decision-making: the Health in All Policies (‘HiAP’) approach, and the Health Impact Assessment (‘HIA’).² Both approaches are heavily influenced by the view that social inequity and exclusion are the main drivers of poor health and wellbeing outcomes for people.³

The HiAP approach aims to include considerations of health at all stages of the policy development process. The HIA is used by some local and state governments in Australia to assess the potential health and wellbeing impact of a specific, existing proposal or initiative, and aims to influence this in order to improve the proposal or initiative.

Healthy Sydney University has simplified these approaches to improve accessibility for a more general audience while retaining the key elements regarding impact, equity, consequences and scope for change.

The checklist on the following page has eight steps that decision-makers can follow to assess whether their proposed initiative, decision or policy has considered potential impact on staff and student health and wellbeing.


Checklist

1. Aims
   • What are the aims of the proposed initiative/decision/policy? i.e. What does it seek or plan to do?*

2. Impact on health and wellbeing
   • What is a likely health and wellbeing outcome(s) resulting from the proposed initiative/decision/policy?

3. Available evidence
   • Is there evidence or information** available about the impact of this proposed initiative/decision/policy on that health and wellbeing outcome?

4. Size of impact
   • What is the size of the impact of the proposed initiative/decision/policy?

5. Equity and inclusion considerations
   • Who might be advantaged or disadvantaged by this proposed initiative/decision/policy, and how?***

6. Unanticipated consequences
   • What are the likely unintended/unanticipated consequences of this proposed initiative/decision/policy?

7. Scope for change
   • What is the possible scope for change in regards to the proposed initiative/decision/policy?

8. Recommendations for change
   • What are the draft recommendations to improve the proposed initiative/decision/policy?

* Outline the core aspects or details of the proposed initiative, decision or policy.
** Evidence or information can be from a range of sources, including feedback received during informal or formal processes (such as consultation with staff and students).
*** Consider if there are specific equity groups that may be impacted by this proposal, for example, people with a disability, and/or Aboriginal and Torres Strait Islander peoples.
Further information

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