

Impact Assessment (IA)

Name of the project, policy, service, or strategy:	Equality Objectives 2023 - 2027		
Responsible officer:	Howard Anthony, Interim Head of Performance and Partnerships		
Service Lead:	Victoria Willet, Director of Change and Delivery		
Date of assessment:	15/06/2023	Date of review:	

Introduction

Overview

What is an Impact Assessment?

The Impact Assessment is a tool to ensure that any policy, project, strategy, or service is assessed to consider any positive or negative impacts for all our residents with regards to equalities, health and sustainability. It is important that this is done in a timely manner and ideally it should precede the start of the project, policy or strategy concerned at Chorley Council or South Ribble Borough Council.

Who is the Impact Assessment for?

The responsibility of conducting the Impact Assessment is with the leading officer of the policy that is being assessed, with service leads responsible for the final sign off of the assessment. Once complete and signed off, the Impact Assessments are submitted to Performance and Partnerships, who are responsible for storing, monitoring, and ensuring the quality of the assessments. The assessment tool covers both Chorley and South Ribble Borough Council.

Why do we need to do Impact Assessments?

As Councils, we are committed as community leaders, service providers, and employers. Therefore, we will work to ensure that everybody is afforded equality of opportunity and good life chances. The Impact Assessment is a tool we use to ensure that we fulfil these commitments and thus meet our legal duties.

Instructions

Quick steps for completion

Follow the quick steps below when completing the Impact Assessment:

1. Sections: There are three sections to the Impact Assessment. These include:

- Equality impact: the impact on the nine equality strands, which include age, disability, sex, gender reassignment, race, religion, sexual orientation, pregnancy and maternity, and marriage and civil partnership. See the **Equality Framework**.
- Health and environmental impact: the impact on health and wellbeing as well as the environment.
- Reputational impact: the impact on the Councils' reputation and our ability to deliver our key priorities. Reference should be made to the Corporate Strategies.

2. Rating and evidence: Each section has a number of questions that should be given a rating and evidence given for why the rating has been selected. This allows us to quantify the impact. The rating key is outlined below:

Code	Description
P	Positive impact
N	Negative impact
NI	Neutral impact

3. Actions: Once a rating is given, actions should be identified to mitigate any negative impacts or maximise any positive impacts of the policy, project, or strategy that is being assessed.

4. Sign off: Once the assessment is completed, sign off is required by a Service Lead.

5. Submit: Once signed off, the Impact Assessment should be sent to the Performance and Partnerships Team, who will store the assessment securely and check for quality.

6. Follow up: Actions should be implemented and changes should be made to the policy, project, or strategy that has been assessed, with follow ups conducted annually to monitor progress.

Information and Support

Contact details

To submit your completed Impact Assessment or for guidance and support, please contact Performance and Partnerships at performance@chorley.gov.uk or performance@southribble.gov.uk

Equality Impact

Area for consideration	P	N	NI	Evidence	Further action required
What potential impact does this activity have upon:					
Those of different ages?	X			<p>The Equality and Diversity Objectives have a positive impact on all the protected characteristics and our additional area of socio economic cohesion.</p> <p>The objectives provide a comprehensive and holistic approach to both communities and our workforce through a programme of activity that will identify where we need to take action as well as improving awareness and understanding.</p> <p>We know that the number of South Ribble Lower Super Output Areas (LSOA) in the bottom 20% of most deprived areas in England has worsened since 2015 in terms of health, with 8 out of 70 LSOA in South Ribble now the bottom 20% for health deprivation compared to 6 in 2015. This can have a disproportionate impact on those who already face barriers within our communities. The objectives set out in the plan to support people in the community who are most in need and ensure adequate access to services for all should have a positive impact on those who face barriers.</p>	
Those with physical or mental disability?	X				
Those who have undergone or are undergoing gender reassignment?	X				
Those who are pregnant or are parents?	X				
Those of different races?	X				
Those of different religions or beliefs?	X				
Those of different sexes?	X				
Those of different sexual orientations?	X				
Those who are married or in a civil partnership?	X				
Socio-economic equality or social cohesion?	X				

Health, Social and Environmental Impact

Area for consideration	P	N	NI	Evidence	Further action required
What potential impact does this activity have upon:					
Enabling residents to start well (pre-birth to 19)? <i>(Please consider childhood obesity, vulnerable families, and pregnancy care)</i>	X			The five objectives identified as part of the Equality and Diversity programme are wide ranging and include a number of activities that will support residents to start, live and age well. This is predominantly delivered through the objective to involve our communities and undertake work through our Youth Council as well as continuing to implement and deliver the social prescribing service and cost of living action plan. These activities are targeted towards those who are more likely to be impacted as a result of social determinants around employment, education, income, housing.	
Enabling residents to live well (16 to 75 years)? <i>(Please consider mental and physical wellbeing, living environment, healthy lifestyles, and improving outcomes)</i>	X				
Enabling residents to age well (over 65 years)? <i>(Please consider social isolation, living independently, dementia, and supporting carers and families)</i>	X				
Rurality? <i>(Please consider the impact of those who live in rural communities, their access to services/activities)</i>	X				
Natural environment? <i>(Please consider impact on habitation, ecosystems, and biodiversity)</i>			X	There are no direct impacts identified as part of this activity	
Air quality and pollution? <i>(Please consider impact on climate change, waste generation, and health)</i>			X	There are no direct impacts identified as part of this activity	
Natural resources? <i>(Please consider the use of materials and as well as transport methods and their sustainability)</i>			X	There are no direct impacts identified as part of this activity	

Strategic Impact

Area for consideration	P	N	NI	Evidence	Further action required
What potential impact does this activity make upon:					
<p>The Councils' reputation? <i>(Please consider impact on trust, confidence, our role as community leaders, and providing value for money)</i></p>	X			<p>The Equality Act (2010) establishes the Public Sector Equality Duty (PSED), which provides the statutory framework for public bodies to address inequality and discrimination.</p> <p>Under the specific requirements of the act, local authorities are required to put in place and publish Equality Objectives every four years.</p> <p>If the council did not set its objectives it would negatively impact its reputation.</p>	
<p>Our ability to deliver the Corporate Strategy? <i>(Please refer to the Strategic Objectives)</i></p>	X			<p>An exemplary council – the programme of activity will contribute towards this priority through understanding our community (this is through undertaking our residents survey and establishing an equality profile for the borough), ensuring we have adequate access to services for our residents.</p> <p>As part of the priorities Thriving Communities and a Fair local economy the activities will support those in our community most in need with interventions and programme of support such as the cost of living action plan and the social justice programme.</p>	

