

Equality Impact Assessment

Introduction

An Equality Impact Assessment (EIA) is required to ensure that equality is placed at the centre of policy development and review, as well as service delivery. The purpose of this EIA is to systematically analyse the likely impact of a service, policy or proposals on different community groups, and how the needs of such groups have been taken into account in developing those proposals.

The EIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group, on the grounds of any protected characteristic. It provides the opportunity to demonstrate the potential benefits for equality target groups arising from a proposed policy or project.

The need for an EIA stems from the general duty placed on public authorities to eliminate unlawful discrimination in carrying out functions, and promote equality of opportunity. This is outlined in the Equality Act 2010, with specific public sector duties in place from April 2011.

1. Name of Policy or Service (existing or proposed)	
Corporate Plan 2019 - 2024	
2. Leadership Team	
Heather McManus – Chief Executive Officer	
3. Author	
Reece Drew – Performance and Projects Officer	
4. Date EIA completed	Review date
18/01/19	January 2020
5. Description and aims of policy / service (including relevance to equalities)	
To use the Community Strategy 2019 – 2024 (that was shaped through input from the local community, including residents, public sector, private sector, and not-for-profit organisations), to bring together the Council's priorities, programmes, projects and measures for 2019-2020, which drives the budget and performance management framework.	
6. Who are the stakeholders?	
<ul style="list-style-type: none"> ▶ Cabinet ▶ Scrutiny ▶ Councillors ▶ Leadership Team ▶ Employees ▶ External partners ▶ Residents ▶ Businesses ▶ External Audit 	

7. What outcomes do we want to achieve?

That the Council agrees its priorities, programmes and projects for the Council based on the needs of the Borough (identified through the Community Strategy consultation) to drive resources and concentrate on the key issues for delivery.

8. How will performance be measured?

- ▶ Informally by the Council's Leadership Team each month during the Corporate Plan Programme Board meeting.
- ▶ Formally by the Council's Leadership Team via performance monitoring reports.
- ▶ Performance monitoring reports to Scrutiny Committee and Cabinet in Quarters 1, 2, 3 and 4 and an annual report to Full Council at the end of Quarter 4.

9. Brief summary of research, consultation and background data

Desktop research:

- ▶ Existing research on the key information of the Borough, including demographics, economy, education, and community safety, using both LG Inform and Lancashire JSNA.

Community Strategy consultation

- ▶ 2 partner workshops (over 60 attendees from over 30 organisations)
- ▶ 20 interviews with senior individuals from key stakeholder organisations
- ▶ Member workshop
- ▶ Open response survey to residents and those who work in the Borough (over 1600 responses)

Consultation prior to Draft Corporate Plan

- ▶ Resident input via a resident focus group
- ▶ Local business input via a local business focus group
- ▶ Input from Cabinet during an away day

10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

Age – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

Disability – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as 'a physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities.'

Gender Reassignment – Is there any concern that these proposals could cause differential impact on the grounds of gender reassignment? The Equality Act recognises this where a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for changing sex.

Marriage / Civil Partnership – Is there any concern that these proposals could cause differential

impact on the grounds of marriage or civil partnership? Under the Equality Act, no such protection exists for single or unmarried people.

Pregnancy / Maternity – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

Race – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person’s skin colour, nationality or ethnic origin.

Gender – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

Sexual Orientation – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

Religion or belief – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

11. Consideration to Dementia

South Ribble aims to be recognised as a Dementia Friendly Borough and is committed to ensuring that all public services, and those from local businesses (through the Dementia Charter) are supportive to those suffering with Dementia. The Corporate Plan will build on the work carried out last year to deliver actions from the Dementia Alliance action plan throughout 2019-20, and give consideration to Dementia throughout the planning and delivery of every project.

12. Decisions and / or recommendations (including supporting rationale)

The Corporate Plan has been developed specifically to address the needs of the Borough, based on the findings from Community Strategy consultation. There is no adverse impact on any particular group or groups. As projects identified in the Corporate Plan are developed further, equality impact assessments will be undertaken at that time.

13. Is an Equality Action Plan required?

No.

Appendix A – Results of initial screening

Policy / service	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Corporate Plan	+	+	+	+	+	+	+	+	+	The Corporate Plan has been developed specifically to address the needs of the Borough, based on the findings from Community Strategy consultation. There is no adverse impact on any particular group or groups. As projects identified in the Corporate Plan are developed further, equality impact assessments will be undertaken at that time.

Symbol	Impact
+	<i>Positive</i>
O	<i>Neutral / Negligible</i>
-	<i>Negative</i>
P	<i>Potential issue</i>