

Equality Impact Assessment

Responsibility and Ownership

Name of policy, practice, service or function:Council Plan 2019-2023

Responsible department:Performance

Service area:Performance Team

Lead Officer: Joint Strategic Director – Place

Other members of assessment team

Name	Position	Area of expertise
Karen Hanson	Joint Strategic Director – Place	Local Government Leadership across a range of Council Services including policy, environmental protection, regulatory services, regeneration, economic development, place, planning, waste and re-cycling, housing and enforcement Services
Amar Bashir	Improvement Officer - NEDDC	Equality and diversity/ performance management
Kath Drury	Information, Engagement and Performance Manager	Performance management/data protection/equalities/consultation

Scope of the assessment

1	What are the main aims/objectives or purpose of the policy, strategy, practice, service or function?	The Council is required to have a Council Plan to cover the 4 year civic office from the elections in 2019. The council plan will set out the direction for the Council and what it will seek to achieve over the next coming years. This is a high level document rather than an operational plan.
2	Are there any external factors we need to consider like changes in legislation?	Changes in legislation frequently impact on the work of the Council. Such changes will be taken into consideration as part of the development of the plan. Government funding will also have a huge impact on the Council over the next 4 years.
3	Who implements the policy, strategy, practice, service or function?	The council plan is developed, implemented and monitored by the Performance Team on behalf of SAMT and members.
4	Who is affected by the policy, strategy, practice, service or function?	The council plan is an outward facing document for residents, customers, the business community and partners. Internally the council plan shapes our performance management, including service planning and appraisals and therefore impacts on all employees and members.
5	What outcomes do we want to achieve, why & for whom?	To achieve the aims contained with the council plan for the benefit of residents, customers, businesses and partners.
6	What existing evidence do you have on the impact of the policy, strategy, practice, service or function?	The delivery statement for the last corporate plan 2015-2019 and the evaluation document for the Single Equality Scheme 2015-2019.
7	How is information about the policy, practice, service or function publicised?	The draft plan has been extensively publicised through its consultation schedule. Once approved the plan will be published on the Council's website and publicised. An annual review of delivery against the plan will be undertaken and published.

Identifying Potential Equality Issues

Consider any impacts / barriers on each of the protected characteristics set out below and consider any that might cross over e.g.: between race / disability, gender / religion and belief, sexuality / age etc. Indicate where the policy, practice, service or function could have a positive or negative impact for different groups and your reasons. Specify which data sources have informed your assessment.

Race			
8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race		
	White	English / Welsh / Scottish / Northern Irish / British	The consultation will be widely published. The final document will be made available on the Council website which has the functionality of translation into different languages. Copies can be made available on request for those without internet access. Some actions may require an EIA which will address disadvantage.
		Irish	
		Gypsy or Irish Traveller	
		Any other White background	
	Asian / Asian British	Indian	The consultation will be widely published. The document will have an access statement. The final document will be made available on the Council website which has the functionality of translation into different languages. Copies can be made available on request for those without internet access. Some actions may require an EIA which will address disadvantage.
		Pakistani	
		Bangladeshi	
		Chinese	
	Black / African / Caribbean / Black British	Any other Asian background	The consultation will be widely published. The document will have an access statement. The final document will be made available on the Council website which has the functionality of translation into different languages. Copies can be made available on request for those without internet access. Some actions may require an EIA which will address disadvantage.
		African	
		Caribbean	
	Any other ethnicity	Any other Black / African / Caribbean / Black British background	The consultation will be widely published. The document will have an access statement. The final document will be made available on the Council website which has the functionality of translation into different languages. Copies can be made available on request for those without internet access.
		Arab	
		Any other ethnic group	The consultation will be widely published. The document will have an access statement. The final document will be made available on the Council website which has the functionality of translation into different languages. Copies can be made available on request for those without internet access.

8	Identify any adverse impacts/barriers of the policy or procedure on people who may be disadvantaged because of their race	
		Some actions may require an EIAs which will address disadvantage.

Sex / gender

9	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their gender	
	Female	No barriers in relation to the development of the council plan have been identified. Some actions may require an EIA which will address disadvantage.
	Male	No barriers in relation to the development of the council plan. Some actions may require an EIA which will address disadvantage.
	Transgender	No barriers in relation to the development of the council plan. Some actions may require an EIA which will address disadvantage.

Age

10	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their age	
	0-9 years	The Council Plan looks at ways to tackle childhood obesity and childhood poverty
	10-15 years	As above
	16-18 years	Consultation on the Council Plan is available to those 16 and above. Services provided by the Council are provided to a range of different groups and ages.
	19-24 years	As above
	25-34 years	As above
	35-44 years	As above
	45-54 years	As above
	55-59 years	The Council Plan has made a commitment to develop an Older people's strategy
	60-64 years	As above
	65 years and over	As above

Disability

11	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their disability or long term ill health	
	Physical or mobility impairments	The consultation was open to all and Equality groups and their representatives were consulted. The council plan will be made available on the website. The council plan will be made available in other formats on request. Some actions may require an EIA which will address disadvantage.
	Sensory (hearing, visual, speech)	The consultation is open to all and Equality groups will be consulted. The council plan will be made available on the website. The council plan will be made available in other formats on request. Some actions may require an EIA which will address disadvantage. The Council plan makes a commitment to adopt the BSL Charter
	Mental health	The consultation is open to all and Equality groups will be consulted. The council plan will be made available on the website. The council plan will be made available in other formats on request. Some actions may require an EIA which will address disadvantage. The Council plan makes a commitment to Working with partners to improve wellbeing and mental health services across the District
	Learning disabilities	The consultation is open to all and Equality groups will be consulted. The council plan will be made available on the website. The council plan will be made available in other formats on request. Some actions may require an EIA which will address disadvantage.
	Non-visible conditions such as epilepsy or diabetes	The consultation is open to all and Equality groups will be consulted. The council plan will be made available on the website. The council plan will be made available in other formats on request. Some actions may require an EIA which will address disadvantage

Religion or belief

12	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief	
	No religion	No adverse impact identified in relation to the development of this plan. Some actions may require an EIA which will address disadvantage.
	Christian	See Above
	Buddhist	See Above
	Hindu	See Above
	Jewish	See Above

12	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their religion or belief, including non belief	
	Muslim	See Above
	Sikh	See Above
	Any other religion	See Above
	Any other philosophical belief	See Above

Sexual orientation

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of their sexual orientation	
	Heterosexual	No adverse impact identified in relation to the development of this plan. Some actions may require an EIA which will address disadvantage.
	Lesbian	See Above
	Gay	See Above
	Bisexual	See Above
	Prefer not to say	See Above

Other categories

13	Identify any adverse impact/barriers of policy, practice, service or function on people who may be disadvantaged because of other factors	
	Rural / urban	The plan considers the different geographical needs of the district. Some actions address issues of disadvantaged rural communities. Some actions may require an EIA which will address disadvantage.
	Carers	No adverse impact identified in relation to the development of this plan.
	Child poverty	Vulnerable people (including children) have been acknowledged as one of the priorities under 'our residents' and targets will be set to support.
	Social value	No adverse impact identified in relation to the development of this plan.
	Any other	

Analysing the information and setting equality objectives and targets

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
This is a high level document which sets out aims, priorities and actions to achieve those. Targets need to be established to enable those actions to be delivered and progress against the priorities monitored. At the target setting stage an exercise will be undertaken to assess which ones need an Equality Impact Assessment (EIAs). The EIAs will inform the setting of any specific equality objectives and targets which will then be included in the Council's performance framework.				

Document the evidence of analysis

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Consultation and community involvement	Formal consultation on the draft Council Plan commenced 22nd July 2019 and ran until 23rd August 2019	<p>The summer edition of The NEWS (circulated to all 45,000 homes within the District)</p> <p>Press release to local media</p> <p>Council websites and social media accounts</p> <p>Ask Derbyshire website</p> <p>Rykneld Homes website and social media</p>	In general there has been overall support for the aims and priorities within the draft Plan. Many respondents provided written feedback on the proposals which has been fully considered and also disseminated back to departments to assist with service planning.	n/a

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
		<p>Plasma screens in receptions at the Mill Lane Office and leisure centres Employee extranet site</p> <p>Posters in receptions in Mill Lane office, leisure centres, Rykneld Homes, within the offices at Mill Lane and on Parish and Town Council noticeboards. Paper copies were also available through these organisations</p> <p>Strategic Alliance Management Team</p> <p>Senior officers (workshop and individual contributions) Service Managers (Email and individual contributions)</p> <p>Members (Email and individual contributions)</p> <p>Parish and Town Councils (event and individual contributions)</p> <p>The North East Derbyshire Citizens' Panel (Mailed/emailed)</p>		

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
		<p>Trade Union representatives</p> <p>Communications with Rykneld Homes</p> <p>Communications with partner organisations and stakeholders (Mailing, email and individual contributions).</p>		
Performance information including Best Value	Previous performance data will be used to inform the development of the new targets.	PERFORM performance management system	Performance data will only be relevant to some targets. Good level of achievement against previous plan.	
Take up and usage data	Previous usage data will be used to inform the development of new targets	PERFORM performance management system	Usage data will help us shape new targets. In some cases this is very specific e.g. young people using leisure centre usage but this will not be applicable to all targets.	
Comparative information or data where no local information available	Benchmarking data is used where available to inform previous and new targets	Other authorities. National benchmarking organisations.	It allows us to compare some of our targets that impact on disadvantaged/ vulnerable people e.g. homelessness against the data held by others.	
Census, regional or national statistics	Collated in Single Equality Scheme 2019-2023	Census summaries provided by County, elections data, national data	Provides a picture of those living in the district.	
Access audits or other disability assessments	To be identified once targets agreed	Reports by specialists.	Will ensure disability requirements are met.	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
Workforce profile	N/a as plan is about delivery to the public unless specific targets are set for disadvantaged/vulnerable groups who need employment e.g. young people.			
Where service delivered under procurement arrangements – workforce profile	Some services are delivered by others through procurement arrangements e.g. recycling. Such arrangements are subject to equality and social responsibility assessments	Procurement	That services delivered by others on our behalf are delivered in line with our equality objectives.	
Monitoring and scrutiny arrangements	<p>Scrutiny consulted on the draft plan and able to consider and review any aspect of Council services.</p> <p>Following adoption of the Council Plan, monitoring of progress will begin and will be reported quarterly. All data relating to the targets will be included in the Councils performance management system (PERFORM). The</p>	<p>Information on scrutiny monitoring and review is held in committee reports.</p> <p>Quarterly performance meetings monitor performance.</p>	<p>Performance management arrangements are well embedded.</p> <p>How well the Council is delivering against its targets.</p> <p>Members ask relevant and pertinent questions about Council performance and raise any concerns on behalf of their constituents.</p>	

Data or information	When and how was it collected?	Where is it from?	What does it tell you?	Gaps in information
	Council will also receive an Annual Report on progress. Individual departments will also develop their own Service Plans to complement the Council Plan once approved.			

Recommendations and Decisions

Take immediate action by:

Amending the policy, strategy, practice, service or function	The draft Council plan maybe be amended due to the results of the consultation and analysis of comments
Use an alternative policy, strategy, practice, service or function	n/a
Develop equality objectives and targets for inclusion in the service plan	Departmental equality objectives may emerge as council plan targets are planned and delivered.
Any other method (please state)	Certain targets e.g. delivery of a new project may require an EIA to ensure the target is addressing equality requirements.

All actions must be listed in the following Equality Impact Assessment Improvement Plan Summary

Equality Impact Assessment Improvement Plan Summary

Name of policy, practice, strategy, service or function Council Plan 2019-2023.....

Department developed by Performance Team on behalf of the Council.....

Date of assessment 2nd Draft 15/08/19

Please list all actions, recommendations and/or decisions you plan to take as a result of the equality impact assessment.

Recommendation/Decision	Action Required	Responsible Officer	Target Date	Resources	Progress	Actual Outcome
Ensure equality and diversity is covered in committee reports.	Include in covering report	JSD - Place	05/09/19			
Complete an analysis of council plan targets by protected characteristics.	Design template	I&EM	31/12/19			
Identify which targets need EIAs within the period of the plan	Design template	I&EM	31/03/20			

EIA Assessment

Date of assessment		1 st 08/08/19, 2 nd 15/08/19
Date published on council website		

The Council publishes its Equality Impact Assessments as evidence of the analysis that it undertook to establish whether its policies, strategies, practices, services and functions would further or would have furthered the 3 aims of the general equality duty, details of the information that it considered and details of engagement undertaken when doing the analysis.

The general duty requires the council to:

- Eliminate discrimination, harassment & victimisation
- Advance equality
- Foster good relations between different groups