

Equality Impact Assessment / Equality Analysis

(Updated December 2022)

Title of service or policy	Corporate Strategy 2023-2027
Name of directorate and service	Strategy, Engagement and Marketing
Name and role of officers completing the EIA	Ceri Williams
Date of assessment	3 July 2023

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>The Corporate Strategy sets out the council’s high-level aims, against which specific projects will be assessed and more detailed plans made. It is the overarching document for the organisation which will shape all activities. The council’s outcomes remain based on the same purpose, policies and principles captured within an extended outcomes framework – see Corporate Strategy 2023-2027</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<p>The Corporate Strategy 2023-2027 replaces the existing Corporate Strategy adopted in 2020 and outlines the administration’s commitments and priorities over the next four years.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The Corporate Strategy 2023-2027 builds on the existing version, introducing an extended outcomes framework shaped around they administration’s key commitments.</p>

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
<p>2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?</p>	<p>The Policy and Development team have undertaken the Council induction training on equalities and have an understanding of NHS England and DHSC’s protected characteristics. Engagement has also taken place with our Corporate Equalities and Diversity Team to ensure the Strategy is in line with the Equality Act 2010.</p>
<p>2.2 What is the equalities profile of service users?</p>	<p>The profile of service users includes all residents and service users of B&NES. Details regarding the profile of the district’s population can be found in the Strategic Evidence Base report, at Strategic Evidence Base</p>
<p>2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p>The Corporate Strategy development has not included a formal consultation, however, there has been extensive internal consultation and the Cabinet Member has also attended each of the five Area Forums and the Parish Liaison Group, inviting community feedback to the proposals.Voice box and the Strategic Evidence Base data was also used in the development of the document.</p>
<p>2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>The Business Plan is a thematic summary of top-level actions and the most important measures of our success only. On this basis, Equality Impact Assessments will be carried out for specific actions and proposals on a case by-case basis, including engagement and formal consultation where appropriate. The actions summarised in the Business Plan touch on all aspects of council business and therefore bring all Banes residents in to scope, particularly vulnerable people who receive the most critical services. We will ensure that due regard is given to any potential impact of specific proposals on protected characteristics by conducting Equality Impact Assessments for specific actions and proposals as required. This process is designed to help maximise positive impacts and ensure we are thoughtful and intentional about designing inclusivity and equity in to our work. It also helps us identify potential negative impacts and how we can eliminate, minimise or mitigate these.</p>

<p>2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>All future consultations on strategies emerging from the Corporate Strategy will be underpinned by equality impact assessments. In addition, the member advocate with responsibility for access and LGBTQ+ will be engaged fully on any proposals.</p>
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3. Assessment of impact: ‘Equality analysis’

<p>Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:</p> <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or could help promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 		
	<p>Examples of what the service has done to promote equality</p>	<p>Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this</p>
<p>3.1 Issues relating to all groups and protected characteristics</p>	<p>The main aim of the Corporate Strategy is to improve the lives of all our residents. The impact on those residents with protected characteristics should be positive and the Council’s equality objectives are included within the plan.</p>	<p>It is proposed to introduce a decision wheel to ensure the Corporate Strategy is embedded into the organisation. This will include an assessment of the policy/decision against the protected characteristics, with a traffic light risk assessment approach.</p>
<p>3.2 Sex – identify the impact/potential impact of the policy on women and men.</p>	<p>The Corporate Strategy commits to tackle health inequalities, B&NES evidence shows that there is a bigger life expectancy for women between the lowest and highest soci-economic areas.</p>	<p>The Corporate Strategy is underpinned by an indicator set, which will be subject to scrutiny. Action plans will be developed to address any areas of poor</p>

	Women living in more deprived areas experience multiple-health conditions at an earlier age. Reducing inequalities and improving health and wellbeing for all will have a potentially larger benefit for women	performance, including the impact of policies on women and men.
3.3 Pregnancy and maternity	The Corporate Strategy promotes delivering for our children and young people as a priority, this includes support given through our public health services during pregnancy.	The community health nursing contracts are to be shortly being re-commissioned. It will be key to ensure that this recommissioned service is readily accessible to provide the appropriate support to this group.
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	The Corporate Plan does not directly prioritise those residents who are/have undergone gender reassignment. However, as an organisation we have taken steps to engage and consult with the local LGBTQIA2S+Q community to ensure that they do not feel excluded from council services	There is a general lack of data, but evidence that exists from national organisations (Healthwatch, the Care Quality Commission and academic research) - shows poorer outcomes and poorer access for transgender people. The council will continue to prioritise its evidence base for gender reassignment and develop subsequent action plans, as appropriate.
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	The Corporate Strategy does not impact negatively on this cohort. Instead the plan looks to reduce health inequalities and improve health outcomes for all residents. Residents with disabilities will benefit from this priority as research has shown that those with learning disabilities often suffer from poor health outcomes. The Corporate Plan's focus within this priority will help to mitigate this.	The Corporate Strategy is underpinned by an indicator set, which will be subject to scrutiny. Action plans will be developed to address any areas of poor performance, including the impact of policies on disability. In addition, the member advocate with responsibility for access will be engaged fully on proposals to emerge from the Corporate Strategy.

<p>3.6 Age – identify the impact/potential impact of the policy on different age groups</p>	<p>Whilst the Corporate Strategy aims to deliver services of a high standard to all residents, it has prioritised young people along with vulnerable people to ensure that our services secure safe, effective services.</p>	<p>The Corporate Strategy is underpinned by an indicator set, which will be subject to scrutiny. Action plans will be developed to address any areas of poor performance, including the impact of policies on age.</p>
<p>3.7 Race – identify the impact/potential impact on across different ethnic groups</p>	<p>The Corporate Strategy attempts to minimise health, social and economic inequalities. Evidence highlights that across England there are inequalities between different ethnic groups, this strategy will positively address this.</p>	<p>The Corporate Strategy is underpinned by an indicator set, which will be subject to scrutiny. Action plans will be developed to address any areas of poor performance, including the impact of policies on ethnic groups. For instance, in B&NES when considering school exclusions by ethnicity (p86) the rate of suspensions in black and mixed race pupils has been notably higher than national rates.</p>
<p>3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people</p>	<p>The Corporate Strategy does not directly prioritise residents based on sexual orientation. However, as an organisation we have taken steps to engage and consult with the local LGBTQIA2S+Q community to ensure that they do not feel excluded from council services and to encourage them to provide feedback where they feel services could be improved.</p>	<p>The member advocate with responsibility for access will be fully engaged on any emerging proposals to develop from the Corporate Strategy, considering impact/potential impact on sexual orientation.</p>
<p>3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?</p>	<p>Yes, the strategy treats married and civil partnered people equally. The Corporate Strategy aims to improve outcomes for all protected characteristics, particularly: championing equality, diversity and inclusion, ensuring our</p>	<p>The council offers services to both marriages and civil partnerships. Ceremonies for both are promoted in the Guildhall and policies developed through the Corporate Strategy are designed to be inclusive.</p>

	<p>services are shaped by our diverse communities and reflect local needs, and ensuring we meet Equality Act duties; and- decisions informed by evidence - using feedback and data to evaluate our services, shape priorities and tackle inequalities.</p>	
<p>3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>The Corporate Strategy aims to improve outcomes for all protected characteristics, particularly: championing equality, diversity and inclusion, ensuring our services are shaped by our diverse communities and reflect local needs, and ensuring we meet Equality Act duties; and- decisions informed by evidence - using feedback and data to evaluate our services, shape priorities and tackle inequalities.</p>	
<p>3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).</p>	<p>The nine priorities contained within the social and economic foundation of the Corporate Strategy attempt to address this area i.e.</p> <ul style="list-style-type: none"> • The right homes in the right places • More travel choices • Clean, safe and vibrant neighbourhoods • Support for vulnerable adults and children • Delivering for our children and young people 	<p>All of these nine priorities will have associated performance indicators, which will be subject to scrutiny. Any areas of poor performance will be prioritised for action. In addition, the council’s Ward Profile Tool provides an evidence base for comparison across the 33 wards of Bath and North East Somerset, including socio-economic data. This will be a key resource for proposals emerging from the Corporate Strategy.</p>

	<ul style="list-style-type: none"> • Healthy lives and places • Good jobs • Skills to thrive • Cultural life 	
3.12 Rural communities* identify the impact / potential impact on people living in rural communities	The Corporate Strategy has the purpose of improving people’s lives across all of our communities. Our two policies and three principles and associated commitments are equally focused on rural and urban communities.	
3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	The Corporate Strategy aims to improve outcomes for all protected characteristics, particularly: championing equality, diversity and inclusion, ensuring our services are shaped by our diverse communities and reflect local needs, and ensuring we meet Equality Act duties; and- decisions informed by evidence - using feedback and data to evaluate our services, shape priorities and tackle inequalities. The council is a signatory to the Armed Forces Covenant Pledge and there is a Member Advocate Role for the Community Covenant. Delivery of the Strategy’s priorities such as improvements to housing, skills and jobs will have positive impacts on members of the armed forces community.	
3.14 Looked after children – identify the impact/potential impact on looked after children (this is not a legal requirement, but is a local priority).	The Corporate Strategy reaffirms the council’s commitment to support its looked after children by including within its priorities ‘ delivering for our children	The Strategy recognises the challenges faced by looked after children by continuing to prioritise our support for vulnerable children through actions such

	<p>and young people’ and ‘support for our vulnerable adults and children’. These priorities will be reflected in the decision wheel to emerge from the Corporate Strategy, ensuring looked after children are considered throughout the council’s decision making.</p>	<p>as our care leavers offer, which offers support and services for those leaving care or have already left care and through our corporate parenting responsibilities, which focus on safeguarding and progress of children in care and care leavers.</p>
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*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay ‘due regard’ to make sure the Armed Forces Community are not disadvantaged when accessing public services.

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Improved consideration of equalities impact assessment throughout the council's decision-making	Develop a decision matrix which assesses the impact, based on a traffic light rating, on protected characteristics.	Pilot developed by late 2023, with aspiration for introduction in to public decision making within 12 months.	Senior Leadership Team (SLT)	June 2024

Ensuring protected characteristics are fully embedded into the service planning cycle.	Ultimately, we would like to see the decision wheel and protected characteristics matrix to be embedded into the service planning cycle to demonstrate how our plans are contributing to the Corporate Strategy goals.	Consideration to be given to incorporating into the 23-24 service plans.	Senior Leadership Team (SLT)	January 2024

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by: Cherry Bennett
senior officer)

(Divisional Director or nominated

Date: 21.07 2023