

Equality Impact Assessment

Corporate Strategy 2024-28

- **Background**

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

- **Legislation- Equality Duty**

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to

- ✓ Eliminate discrimination, harassment, victimisation.
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

What is prohibited?

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

Complete this action plan as you go through the questions

- **Step 1 – Introductory information**

Title of the policy	Corporate Strategy 2024-28
Lead officer and others undertaking this assessment	Helen Gretton Vicky Brackenbury Mike Roberts
Date EIA started	23.08.2023
Date EIA completed	14.12.2023

- **Step 2 – Overview of policy/function being assessed**

Outline: What is the purpose of this policy? (Specify aims and objectives)

The Corporate Strategy is a strategic plan which outlines what Charnwood Borough Council plans to deliver over the next four years, 2024-2028. It sets out the activity to be undertaken by the authority, and with partners, and identifies real and achievable targets, which in turn will create positive outcomes for individuals and communities in service design, delivery, and employment.

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

The whole population of Charnwood will be affected. The Corporate Strategy 2024-2028 is an overarching document which is designed to create positive impacts for people who live, work, and visit in the Borough. It should not have an adverse impact on any groups or individuals as its purpose is to make the Council's practices and services more effective, fair, and accessible for all.

Which groups have been consulted as part of the creation or review of the policy?

A resident's survey was undertaken for 8 weeks, from 01.07.23 – 31.08.2023. This was an opportunity to consult with a range of residents, across each of the protected characteristics throughout the Borough. The survey was conducted by Marketing Means, on behalf of Charnwood Borough Council, who used a quota sampling approach to ensure that the sample represented the population of Charnwood Borough. Independent quotas were set by ward, gender, age, and ethnicity based on the 2021 census data, a target of 600 responses was set in order to achieve a margin of error of $\pm 3.9\%$ at the 95% confidence level (based on a population of 183,900).

In addition to the resident's survey a number of consultation sessions took place which are listed below:

- Staff consultation sessions
- Senior and Corporate Leadership Team consultation
- Cabinet

Results from other appropriate service specific consultations were also used to influence the content of the Corporate Strategy 2024-2028.

- **Step 3 – What we already know and where there are gaps**

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
 - Previous Equality Impact Assessments
 - Demographic information
 - Anecdotal and other evidence
- Demographic information (based on Census 2021) which provides information on a range of the protected characteristics, in particular age, disability, race, religion or belief and sex.

- Residents Survey (2023) which surveyed a cross range of residents across the borough of Charnwood.
- Various information based on service specific consultations and monitoring of services.

What does this information / data tell you about diverse group? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

Consultation informs the council of the specific needs and priorities of residents and service users across the Borough. The development of the Corporate Strategy 2024-2028, ensures that the actions and objectives embedded within the Strategy provide positive outcomes for everyone living, working, and visiting the Borough.

• **Step 4 – Do we need to seek the views of others? If so, who?**

Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues? If not explain why.

Not in this circumstance. The Corporate Strategy 2024-2028 is an overarching strategic plan which includes a range of initiatives and different projects which are designed to provide positive outcomes for the wider community.

Further consultation, with individuals of protected characteristics, will take place as part of the ongoing development and implementation of these specific projects and initiatives which make up the Corporate Strategy 2024-2028.

• **Step 5 – Assessing the impact**

Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any ‘protected characteristics’ and provide an explanation for your decision. Please refer to the general duties on the front page.

<p>Age</p>	<p>Positive impact - The actions and objectives set out in the Corporate Strategy 2024-2028 are likely to have a positive impact on individuals and communities with regards to the protected characteristic of age.</p> <p>Specific initiatives have been included in the Corporate Strategy to support vulnerable members of our community, including younger people and older people. This should create a greater positive impact on this protected characteristic.</p> <p>The Strategy clearly states that Charnwood will “<i>ensure diversity and inclusivity are celebrated in the borough</i>”.</p>
<p>Disability</p> <ul style="list-style-type: none"> • Physical • Visual • Hearing • learning disabilities • mental health 	<p>Positive impact - The actions and objectives set out in the Corporate Strategy 2024-2028 are likely to have a positive impact on individuals and communities with regards to the protected characteristic of disability.</p>

	<p>Under the theme 'homes and communities' the Strategy clearly states that Charnwood will <i>"help disabled people adapt their homes, to improve their quality of life"</i>.</p> <p>The Strategy looks to reduce health inequalities and improve health outcomes for all residents.</p> <p>The Corporate Strategy 2024-2028 aims to create inclusive communities and foster good community relations. Key initiatives are focussed on involving communities, giving them a voice, and supporting them to be involved in decision making within their own communities. Therefore, there is likely to be a further positive impact on individuals and communities with regards to community involvement and cohesion.</p>
Gender Reassignment (Transgender)	<p>Positive impact - The actions and objectives set in the Corporate Strategy 2024-2028 are likely to have a positive impact on individuals and communities with regards to the protected characteristic of gender reassignment.</p> <p>A potential barrier may be access to and availability of relevant information as there is little national and local information on gender re-assignment both within the Council and other organisations. Therefore, additional, and ongoing monitoring of this protected characteristic may be required.</p> <p>The Strategy clearly states that Charnwood will <i>"ensure diversity and inclusivity are celebrated in the borough"</i>.</p>
Race	<p>Positive impact - The actions and objectives set out in the Corporate Strategy 2024-2028 are likely to have a positive impact on individuals and communities with regards to the protected characteristic of race.</p> <p>The published Corporate Strategy 2024-2028 will be available in alternative languages if required and requested by specific individuals/ community groups.</p> <p>The Strategy clearly states that Charnwood will <i>"ensure diversity and inclusivity are celebrated in the borough"</i>.</p>
Religion or Belief (Includes no belief)	<p>Positive impact - The actions and objectives set out in the Corporate Strategy 2024-2028 are likely to have a positive impact on individuals and communities with regards to the protected characteristic of religion or belief.</p> <p>The Strategy clearly states that Charnwood will <i>"ensure diversity and inclusivity are celebrated in the borough"</i>.</p>
Sex (Gender)	<p>Neutral impact - The actions and objectives set out in the Corporate Strategy 2024-2028 are likely to have a neutral impact on individuals and communities with regards to the protected characteristic of sex.</p> <p>The Strategy does not prioritise services by sex therefore, there is no positive or negative impact on any sex.</p>

	The Strategy clearly states that Charnwood will “ensure diversity and inclusivity are celebrated in the borough”.
Sexual Orientation	<p>Positive impact - The actions and objectives set out in the Corporate Strategy 2024-2028 are likely to have a positive impact on individuals and communities with regards to the protected characteristic of sexual orientation.</p> <p>A potential barrier may be access to and availability of relevant information as there is little national and local information on sexual orientation both within the Council and other organisations. Therefore, additional monitoring of this protected characteristic may be required.</p> <p>The Strategy clearly states that Charnwood will “ensure diversity and inclusivity are celebrated in the borough”.</p>
<p>Other protected groups</p> <ul style="list-style-type: none"> • Pregnancy & maternity • Marriage & civil partnership 	<p>Positive impact - The Corporate Strategy 2024-2028 will provide positive impacts for all members of the community, and this fully includes individuals within the protected characteristics of pregnancy & maternity and marriage & civil partnership.</p> <p>The Strategy clearly states that Charnwood will “ensure diversity and inclusivity are celebrated in the borough”.</p>
<p>Other socially excluded groups</p> <ul style="list-style-type: none"> • Carers • Low literacy • Priority neighbourhoods • Health inequalities • Rural isolation • Asylum seeker and refugee communities • Current and ex-armed HM forces personnel (Veterans) 	<p>Positive impact - The actions and objectives within the Corporate Strategy 2024- 2028 also cover a variety of other groups such as rural isolation, deprived or disadvantaged communities (priority neighbourhoods), health inequality, asylum seeker and refugee communities. The specific actions in the Corporate Strategy 2024-2028 are likely to have a positive impact on all individuals and communities.</p> <p>The Corporate Strategy 2024-2028 aims to create inclusive communities and foster good community relations. Key initiatives are focussed on involving communities, giving them a voice, and supporting them to be involved in decision making within their own communities. Therefore, there is likely to be a further positive impact on individuals and communities with regards to community involvement and cohesion.</p> <p>The Strategy clearly states that Charnwood will “ensure diversity and inclusivity are celebrated in the borough”.</p>

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

- If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

Further consultation for individual protected characteristics will take place as part of the ongoing development and implementation of these specific projects and initiatives which make up the Corporate Strategy 2024-2028 and associated Corporate Delivery Plan.

Equality Impact Assessments will also be undertaken, where appropriate, on the individual elements of the projects and initiatives which make up the Corporate Strategy 2024-2028 and associated Corporate Delivery Plan.

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

The Corporate Strategy 2024-28 aims to provide a positive impact for all individuals living, working, and visiting the Borough and therefore meets the Council's responsibilities in relation to equality, diversity, and inclusion.

● **Step 6- Monitoring, evaluation, review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? How will you monitor potential barriers and any positive/ negative impact?

If any negative impacts occur/ potential barriers arise, then these will be monitored and evaluated via our Corporate Customer Complaints Procedure.

Where appropriate, individual Equality Impact Assessments will be conducted as part of the ongoing development and implementation of specific projects and initiatives which make up the Corporate Strategy 2024-2028. This will seek to mitigate any barriers or adverse impact to any of the protected groups.

How will the recommendations of this assessment be built into wider planning and review processes? e.g., policy reviews, annual plans, and use of performance management systems.

All actions within the Corporate Strategy are monitored through the annual Corporate Delivery Plan via the Council's Performance Management System. This is monitored via the Council's Corporate Management Team, Senior Management Team and Finance and Performance Scrutiny Committee and any negative impacts will be picked up through this scrutiny process.

● **Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan. The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan

Reference Number	Action	Responsible Officer	Target Date
001	Further consider the protected characteristics of gender reassignment and sexual orientation when developing and implementing specific projects and initiatives within the Corporate Strategy 2024-2028.	Heads of Service in all service areas across Charnwood Borough Council	Ongoing
002	Further consider consultation for individual protected characteristics as part of the ongoing development and implementation of specific	Heads of Service in all service areas across Charnwood Borough Council	Ongoing

	projects and initiatives which make up the Corporate Strategy 2024-2028.		
--	--	--	--

- **Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know?	How they will be informed (we have a legal duty to publish EIA's)
Employees	<input checked="" type="checkbox"/>	This EIA will be published on Charnwood Borough Council's webpage and intranet. Service users, partners and stakeholders can also request this EIA in alternative formats if required.
Service users	<input checked="" type="checkbox"/>	
Partners and stakeholders	<input checked="" type="checkbox"/>	
Others	N/A	
To ensure ease of access, what other communication needs/concerns are there?	N/A	

- **Step 9- Conclusion (to be completed and signed by the **Service Head**)**

Delete as appropriate
I agree with this assessment
Signed (Service Head): Helen Gretton
Date: 14 th December 2023