

Equality Impact Assessment (EqIA) form: Initial impact assessment

Date:	10/02/2020
Service:	Strategy and Commissioning
Project, policy or service EQIA relates to:	Council Plan – comprising of Community Vision and Corporate Delivery Plan Document
Completed by:	Laura Callan – Strategy and Commissioning Support Manager
Has the EQIA been discussed at services team meeting:	Yes
Signed off by:	Nigel Bailey
Sign off date:	10.2.2020

1. Policy, Project or service information:

This section should be used to identify the main purpose of the project, policy or service change, the method of delivery, including who key stakeholders are, main beneficiaries and any associated aims.

What is the purpose of the project, policy change or service change , its expected outcomes and how does it relate to your services corporate plan:

The Council Plan is part of the Policy Framework for Wokingham Borough Council (as set out in chapter 4.1 of the Constitution) and sets the overarching strategic direction that underpins the way the council will deliver services to its residents for the period 2020 – 2024. The Community Vision document and Corporate Delivery Plan contains:

- Vision and priorities
- Strategic objectives
- Actions aligning to the priorities that will deliver the objectives
- Values that the Council will work to
- A commitment to embedding principles that will address equality impacts

The above will address all areas of the council and services that it delivers acting as a framework that will guide further more detailed plans and strategies.

Outline how you are delivering your project, policy change or service change. What governance arrangements are in place, which internal stakeholders (Service managers, Assistant Directors, Members etc) have/will be consulted and informed about the project or changes:

Consultation has taken place with a wide range of stakeholders, including partner organisations, voluntary sector, community groups, members of the public, as well as councillors and officers at various different events to inform the plan content. The consultation used different mechanisms including gazebo events in the borough, leaflet drops, online surveys and engagement meetings which included voluntary groups representing the disabled community. The plan has been developed over some months with regular consultation and input from Service Managers, leadership teams and all elected political groups (Conservative, Labour, Liberal Democrats and Independent). The findings of the engagement and resulting plan content has also been shared with Overview and Scrutiny Management Committee. The plan is required to be agreed through the democratic decision making process with final approval at Full Council.

Outline who are the main beneficiaries of the project, policy change or service change?

The plan covers the period 2020-2024 and it is intended to positively address the identified challenges and opportunities that are faced by the Borough and the Council as an organisation and identifies a coordinated approach that can be taken to address these, which in turn will create positive outcomes for individuals and communities in service design, delivery and employment.

In the longer term as success in working towards the identified objectives are achieved, all residents and businesses, and the Council as an organisation would benefit from having the community vision and delivery plan in place. It can provide greater coordination and certainty regarding identified priorities and monitoring, scrutiny and oversight of these commitments. However, when implementing any individual projects and initiatives arising from the plan it is important to further consider equality impacts in order to inform service delivery and to mitigate any potential adverse impact.

Outline any associated aims attached to the project, policy change or service change:

Further detailed aims are identified within the community vision and corporate delivery plan document.

2. Protected characteristics:

3. There are 9 protected characteristics as defined by the legislation:

- Race, Gender, Disability, Gender re-assignment, Age, Religious belief, Sexual orientation, Pregnancy/Maternity, Marriage and Civil Partnership

4. Initial Impact review:

Protected characteristics	Impact score	Please detail what impact will be felt by the protected group:
Race:	Positive	<p>There is likely to be a positive impact.</p> <p>The plan seeks to address or enable the identified needs to be met of all groups within the community. The relevant priorities, objectives and actions identify the need to ensure measures address all and ensure everyone is able to participate if they want to.</p> <p>The plan also identifies the approach that is intended to be taken to understand the needs of <i>all</i> within the community through the council's commitment to equality, to eliminate discrimination and through improved engagement with partners and residents. Taking this approach would result in more inclusive service delivery, the detail of which would be identified through development of detailed plans and strategies addressing specific issues.</p>
Gender:	Positive	<p>There is likely to be a positive impact.</p> <p>The plan seeks to address or enable the identified needs to be met of all groups within the community. The relevant priorities, objectives and actions identify the need to ensure measures address all and ensure everyone is able to participate if they want to.</p>

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		<p>The plan also identifies the approach that is intended to be taken to understand the needs of <i>all</i> within the community through the council's commitment to equality, to eliminate discrimination and through improved engagement with partners and residents. Taking this approach would result in more inclusive service delivery, the detail of which would be identified development of detailed plans and strategies addressing specific issues.</p>
Disabilities:	Positive	<p>There is likely to be a positive impact.</p> <p>The Plan includes objectives and actions relating to affordable housing, type of housing and specialist accommodation that would address the needs of those with both mental and physical disabilities. Objectives and actions relating to improved accessibility through walking, cycling, infrastructure and public transport are likely to positively benefit those with reduced mobility, or physical and visual impairments</p> <p>Objectives and actions relating to improved health outcomes, independence and safeguarding through maximising opportunities to strengthen key partnerships and healthy leisure and social opportunities would also have positive impacts.</p>
Age:	Positive	<p>There is likely to be a positive impact.</p> <p>The plan seeks to address or enable the identified needs to be met of all groups within the community. The relevant priorities, objectives and actions identify the need to ensure measures address all and ensure everyone is able to participate if they want to. This would include older people, younger people and children. The plan identifies objectives to provide the right mix of homes and housing options, working with partners to keep children, young people and older people safe. To promote education which enables all children to fulfil their potential and work to address education and training for adults. Other objectives and actions identify measures that would impact all, such as through arts, culture, leisure and wellbeing opportunities, clean and green spaces that can be used by young and old alike and promoting walking and cycling and public transport options.</p>
Sexual orientation:	Positive	<p>There is likely to be a positive impact</p> <p>The plan identifies the approach that is intended to be taken to understand the needs of <i>all</i> within the community through the council's commitment to equality, to eliminate discrimination and through improved engagement with partners and residents. Taking this approach would result in more inclusive service delivery, the detail of which would be identified through development of detailed plans and strategies addressing specific issues.</p>
Religion/belief:	Positive	<p>There is likely to be a positive impact</p>

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		The plan identifies the approach that is intended to be taken to understand the needs of <i>all</i> within the community through the council's commitment to equality, to eliminate discrimination and through improved engagement with partners and residents. Taking this approach would result in more inclusive service delivery, the detail of which would be identified through development of detailed plans and strategies addressing specific issues.
Gender re-assignment:	Positive	There is likely to be a positive impact The plan identifies the approach that is intended to be taken to understand the needs of <i>all</i> within the community through the council's commitment to equality, to eliminate discrimination and through improved engagement with partners and residents. Taking this approach would result in more inclusive service delivery, the detail of which would be identified through development of detailed plans and strategies addressing specific issues.
Pregnancy and Maternity:	Positive	There is likely to be a positive impact The plan includes objectives and actions that would address health needs and requirements and that allow for growth within the borough through the provision of services, amenities and infrastructure that would positively impact upon the needs arising through pregnancy and maternity.
Marriage and civil partnership:	Positive	There is likely to be a positive impact The plan identifies the approach that is intended to be taken to understand the needs of <i>all</i> within the community through the council's commitment to equality, to eliminate discrimination and through improved engagement with partners and residents. Taking this approach would result in more inclusive service delivery, the detail of which would be identified through development of detailed plans and strategies addressing specific issues.

Given that no high negative impacts have been identified it is not considered necessary to complete a full Equality Impact Assessment.

Initial impact assessment approved by Nigel Bailey: Interim Assistant Director Housing & Place Commissioning Date: 7th February 2020.