

INITIAL Equality Impact Assessment and Analysis (EqIAA)

Name of service / function / issue under consideration:	Council Plan 2020 – 2024
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Date of the last completed EqIAA relating to the service / function / issue under consideration:	2016
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Context:	<p>This project is about the delivery of a new strategic Council Plan for the Authority, targeted for adoption in Summer 2020. This will supersede the Council Plan 2016 – 2020, which has covered a period of further significant change for the Local Authority, not least with the establishment of the West of England Combined Authority and the appointment of a West of England Mayor. This project will reassess the Council Vision, Priorities and Values and will set some critical strategic objectives for the Council over the next 4 years and onwards, within a continuing Council Savings Programme worth more than £100m by 2024.</p> <p>It will identify policy principles and priorities, but also identify the Authority's financial planning and commercialisation potential at a time where devolution is realising investment opportunities through the Combined Authority. The Authority will also be preparing a New Local Plan alongside this Plan, providing timely opportunity to re-invigorate many of our communities at a time of significant demand for housing. This Council Plan will have a complementary emphasis on place-making and on redefining what it means to be a South Gloucestershire resident, employer or employee. It will also seek to address recommendations from the 2017 Corporate Peer Review as detailed further in this brief.</p> <p>The Plan will further develop some of the objectives set out in the Sustainable Community Strategy 2036 which identified the core themes of Place, Economy, Communities and Health and is a shared, multi-agency vision developed by the South Gloucestershire Partnership. The Sustainable Community Strategy will be retained as an existing document.</p>
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DEMAND	Is there any indication or evidence (locally or nationally) that different groups will have different needs, experiences, issues or priorities in relation to service / function / issue under consideration?	Age	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Disability	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Gender Reassignment	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Marriage & Civil Partnership	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Pregnancy & Maternity	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Race	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Religion or Belief	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sex	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sexual Orientation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		More information is needed	<input type="checkbox"/>		

OUTCOMES	Is there any indication or evidence (locally or nationally) that different groups will have participation levels, satisfaction levels or outcomes in relation to service / function / issue under consideration?	Age	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Disability	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Gender Reassignment	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Marriage & Civil Partnership	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Pregnancy & Maternity	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input checked="" type="checkbox"/>
		Race	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Religion or Belief	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sex	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Sexual Orientation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		More information is needed	<input type="checkbox"/>		

Persons affected and Trends

The Council Plan is a strategic plan setting a vision for the future of South Gloucestershire and setting a series of cultural values and policy objectives that are likely to impact on residents of South Gloucestershire for at least the next 10 years. This plan will also influence a number of other Plans and Strategies over this time such as the new Local Plan, the Asset Management Plan and many others to come. Furthermore, since the adoption of the previous Council Plan, the Council has declared a 'Climate Emergency' setting the ambition to reach net zero carbon emissions by 2030. The Climate Emergency Action Plan will be a critical document for residents and will be subject to a separate EqIAA.

The Council Plan is therefore a critical policy document for the strategic direction of the Council and its population. The long term objective is that this plan will have a substantial positive impact for South Gloucestershire residents, delivering inclusive growth by realising tangible benefits to some of the most deprived communities. This will be challenging against a backdrop of a significant Council Savings Plan however and as the individual interventions that will support this Plan in the long term are realised, these will need further equalities assessments to be undertaken. This Plan will not authorise such specific projects but set the wider vision, objectives and policy directions.

The principle of inclusive growth aligns with the 2019 West of England Local Industrial Strategy which notes that *the robust evidence base underpinning this Local Industrial Strategy has identified four main priorities: cross-sectoral innovation; inclusive growth; addressing the productivity challenge; and delivering innovation in infrastructure delivery*¹.

A demonstrable local example of the delivery of inclusive growth has been the Shopmobility offer in Yate Shopping Centre. Shopmobility offers scooter and wheelchair (powered and manual) hire to anyone with limited mobility, to give them the freedom to visit shops and leisure facilities in Yate. Annually they are registering around 100 people and have in the region of 1500 hires during the year providing a positive impact on both the local economy and on the well-being of residents who might otherwise be excluded from access to community amenities.

The resident population of South Gloucestershire is circa 275,000 (ONS mid-year estimate 2015) and this is projected to grow by a further 20% by 2039. The age group that is set to make the largest proportional increases are those aged 65 and over, which will have significant impact on both services and finances (Joint Strategic Needs Assessment, updated 2017²). The ageing population is likely to have an impact on social care (people living longer and with illness and disability) and on household and housing numbers with people living longer and with greater capacity for people to remain in their own home. The ageing population will also be a valuable resource however, with potentially greater contributions in the likes of the voluntary sector, the skills sector and the leisure and tourism sectors. The 'ageing society' represents one of the government's 'grand challenges' for the Industrial Strategy and it is therefore important that this Plan aspires to a positive impact in respect of the protected characteristics of age and disability.

The Council's Joint Strategic Needs Assessment recommended that 'organisations need to plan for a growing and increasingly diverse population, with a particular focus on the expected growth in number of older people, and in areas where large scale housing developments will significantly increase the population'.

South Gloucestershire also has a high proportion of adults with learning difficulties and the Authority's commitments to supporting these individuals towards greater independence is reflected in the social care budget (almost 50% of which supports this cohort). The Plan will identify a priority of 'helping people to help themselves' which will be supported by commitments to support vulnerable members of the population and continue to grow their opportunities for independent living. Investment in

¹ WoE Local Industrial Strategy July 2019

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/818989/1907_VERSION_West_of_England_Interactive_SINGLE_PAGES.pdf

² JSNA <https://www.southglos.gov.uk/community-and-living/stronger-communities/community-strategy/joint-strategic-needs-assessment-jsna/>

technology and a programme of prevention is expected to enhance the independent-living potential of all people, improving their health and well-being and thereby reducing the associated impact on social care.

South Gloucestershire had a Black and minority ethnic population of 8.1% in 2011 – an increase from the previous Census in 2001³. Minority ethnic communities have the highest proportion of Younger age groups.

At the time of the 2011 census, the majority of South Gloucestershire residents described themselves as Christian (60%), 'No Religion' was the second most common 'religion or belief' accounting for over a third of the population. Muslim accounted for 0.8% of the population followed by Hindu (0.6%). Approximately half (51.9%) of the adult population described themselves as married, a decrease from 57.8% recorded in the 2001 census. We are also experiencing an increase in the number of people living alone in a household. The number of people reporting cohabiting in a same sex relationship or registered same-sex civil partnership was over 1,300 in the census. The government estimates that 5-7% of the population are lesbian, gay, or bisexual, equating to 13,700-19,200 locally.

Officers will engage with the South Gloucestershire Equalities Forum in the development of this Plan to explore routes to engage with all communities within our population. We will continue to develop these opportunities to engage with community organisations to identify the challenges and aspirations for minority groups, such that a Council Plan can incorporate vision and policy objectives to have a positive impact on minority groups.

The Council is also increasing its attention and commitment to diversity groups within staff. Each of the Directors and the Chief Executive will take on an Ambassador role for one of our staff equality groups. Embracing diversity is one of the council's core values and the organisation's most senior officers have an important role to play in demonstrating our commitment to diversity in all forms, both through the work of the council and in our interactions with colleagues, partners and service-users. The work of the Disabled Employees Group is championed by Chief Executive, Dave Perry. Nigel Riglar acts as ambassador for the LGBTQ+ Staff Network. The Black and Minority Ethnic Staff Network are supported by Chris Sivers. The Women's Staff Network is supported by David Wilkin.

Reputation and Financial

South Gloucestershire Council has a good reputation as an Authority and this was recognised through a Corporate Peer Challenge conducted in March 2017. The external review team made a number of key findings;

- The Council is well led, with strong, stable, political and managerial leadership and a track record of delivering its priorities.
- There have been excellent outcomes in the delivery of growth plans with a clear focus on the physical and social infrastructure that is required to sustain housing and jobs within the council area and beyond.
- Our partners think the council is credible, focussed, respected, trustworthy and modern.
- The Council has very good member and officer relationships. There is clarity of roles and responsibilities and a very healthy respect, trust and sense of collective purpose.
- The Council has a good track record for managing change effectively.
- The Council has positioned itself well to influence and lead change. This is testament to its highly capable, respected leadership and the skills and wherewithal of some remarkable staff.
- The Council has and continues to be a very effective financial steward. Its approach has led to significant financial savings and allows for the delivery of more effective and efficient services to local communities.
- Overall the council's performance across the board is impressive

Part of the reason for this success was the established Vision and Values set out in the existing Council Plan 2016-2020. These were;

- Respecting our staff

³ 2011 Census Data <https://www.southglos.gov.uk/council-and-democracy/census/census-2011/>

- Championing equality of opportunity for all
- Leading with our partners
- Using available resources to deliver best value for local people
- Developing strong community leadership
- Helping individuals and our communities determine their own future
- Protecting the environment for future generations

The Council has reassessed these values over the past 24 months and developed a revised set of values branded 'WE CARE';

Working together

Embracing diversity

Customer & community focused

Ambitious & adaptable

Resourceful

Encouraging responsible growth

<http://intranet/content/CEandCR/Sections/MyHR/WFDPages/CompetencyFramework/Council%20Values%20-%20one%20page%20pdf%20final.pdf>

(n.b. this link and values applies to the Organisation as an Employer and to its staff and is therefore for internal purposes only)

These values will be reinforced through the Council Plan, particularly through a priority to '*promote sustainable and inclusive communities*', with a commitment to '*enable people and business to thrive within cohesive communities that value diversity*'. This, combined with the Council's WE CARE values, demonstrate and confirm commitment to ensuring that diversity is highly valued and is a significant driver for success.

A fundamental objective of the Council Plan will be to enhance the Council's reputation. This is a challenging objective at a time when Local Authority resources are subject to significant cuts and it becomes harder to deliver the front line services on which many of the population make their judgements on performance and reputation. The plan will look specifically at the question of what it means to be a South Gloucestershire resident and how the Council might shape some identity and positive public relations moving forward. Such an objective needs to consider identity and community engagement for all members of society.

Through this process the Council will re-examine the framework in place to measure our performance and outcomes. A good example of this will be a reassessment of the annual 'Quality of Life Report' which reports on a comprehensive series of metrics to assess the skills and well-being of communities and the condition of the environment. We will also give particular attention to how we are demonstrating value for money in the services that we provide.

Impact on Protected Characteristic groups:

Positive: Low Moderate Substantial
 Negative: Low Moderate Substantial Catastrophic

Financial Implications: Small Medium High

Explain why the above check boxes have been selected:

The Plan will set a strategic direction for the Council and population as a collective. Whilst it may include policy objectives or investment principles that might have a greater impact than others on persons with protected characteristics, these would be expected to be net positive impacts, measured against the Public Sector Equality Duty. Impact would therefore be expected to be moderate but positive.

A positive impact on Council reputation is a key objective as described above and whilst there are unlikely to be significant financial implications arising from the preparation and publication of the Plan

(save for the resource required to publish and consult on this), the Plan will set a narrative for the future direction of the Authority's financial position and policy objectives, so the indirect implications at least merit a medium threshold.

List the Sources of evidence you have used: (refer to guidance document for examples)

Council Plan 2016-2020

Joint Strategic Needs Assessment, updated 2017

South Gloucestershire 2036 – Sustainable Community Strategy

SGC Quality of Life Report, 2017

Indices of Multiple Deprivation

South Gloucestershire New Local Plan Consultation

Considering the evidence and what it tells you about impacts, are there any actions that are currently being taken which mitigate negative impact and/or improve on a positive impact?

The Council is a large organisation with a number of departments working up strategies to complement Corporate Policy. Amongst these are a number of significant strategies in various stages of preparation and/or adoption which are geared to improving a positive impact for South Gloucestershire residents. These include;

- Council Plan 2016 – 2020
- New Local Plan 2018 – 2036
- Council Budget & Savings Programme 2018/19
- Climate Change Strategy 2018 – 2023
- Digital Transformation Plan
- Joint Health & Well-being Strategy 2017-21
- Sustainable Community Strategy 2036
- Special Educational Needs and/or Disability Draft Strategy 2018-2023
- Children & Young People Strategy
- Safer & Stronger South Gloucestershire Plan

The largest proportion of black and minority ethnic residents are in Bradley Stoke, Frenchay & Stoke Park and Filton. Filton plays host to the Filton Enterprise Area which provides for around 50% of the employment in South Gloucestershire. There is a recognised need to provide the right skills to connect local people with employment opportunities and we will be working with South Gloucestershire and Stroud College (which has high achievement rates and positive trends across protected characteristic groups), amongst other local providers to realise this.

The revised Council Plan will be expected to align closely with the New Local Plan to target investment at those areas where large scale housing developments will require substantial supporting infrastructure in transport and community services. Both plans will set an ambitious vision for South Gloucestershire residents and will follow consultation methods used in other recent and related corporate plans and strategies to enable engagement with a broad spectrum of the local population and to target engagement with those harder to reach, or under-represented groups.

Through that alignment with the New Local Plan, the Council Plan will pick up the critical place-making agenda, some of which is targeted at reinvigorating old town centres. It is expected that this will realise specific opportunities in some of our most statistically deprived neighbourhoods. The Authority has 5 areas designated as 'Priority Neighbourhoods', namely; Cadbury Heath, Kingswood, Patchway, Staple Hill and Yate. Some interventions in these communities might be disproportionately more likely to impact on persons of protected characteristics and as such, policies and interventions will need to be evaluated against the Public Sector Equality Duty.

The Plan will set out the short-term resource implications of the ongoing period of austerity as the Council continues to implement a savings programme more than £100m but will also explore a series of investment principles and priorities to support the Council in its day-to-day engagement with the West of England Combined Authority and the investment opportunities emerging both directly and indirectly from our agreement to the West of England Devolution Deal.

The devolution deal includes a £900m investment pot which must demonstrate a significant economic return in terms of an uplift in GVA. The West of England Leaders and Mayor have agreed however that such an investment package must also protect against any net detriment to the environment and must deliver a better than average uplift for residents in the most deprived communities. All investment decisions taken by WECA or by the Joint Committee will need to demonstrate compliance with the Public Sector Equality Duty.

What further actions will be taken?

Through the preparation and consultation phase we will be engaging directly with key stakeholders including through meetings, electronic correspondence and formal consultation. These will include individuals and organisations with the connections to engage a broader community of persons with protected characteristics and will include, but not be limited to the following;

- CVS
- Southern Brooks
- Community Ignite
- CAB
- Healthwatch
- The Care Forum
- Wecil
- South Glos Parents & carers
- South Glos Over 50s forum
- Age UK
- Unison & Unite
- Some internal colleagues-
 - Equality Co-ordinator
 - Karen Lucas, Voluntary Sector Lead Officer
 - Equalities & Third Sector Team Lead
 - Corporate Equalities Advisor
 - South Glos Traveller Unit
- All Councillors
- All Town & Parish Councils
- All Libraries and One Stop Shops
- South Glos Race Equality Network
- South Gloucestershire LGBT+ Forum
- South Glos Disability Equality Network
- South Glos Equalities Forum
- South Glos Disability Action Group

Conclusions

It is not considered that a full EqIAA is required in order to develop the Council plan to its consultation phase as Council Policy will be followed in respect of equalities and consultation activity. The Plan will not be delivering specific interventions that will have direct implications for people, including those with protected characteristics. Rather it will be setting a vision, set of objectives and an operating framework within which further delivery plans will emerge. The final document will include an Action Plan of programmed interventions and many of these will require independent Equality Impact Assessments and Analyses.

There will be opportunity, pending the extensive consultation process, to revisit the development of the Plan and equalities implications.

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Signed by officer responsible for the service/function/issue under consideration. This work has been carried out correctly and accurately:	
Job Title:	Strategic Planning and Partnership Manager
Date:	March 2020