

APPENDIX B

Equality Impact Assessment of the SoStevenage Community Strategy 2013-18

Lead Assessor	Karen Griffiths – Corporate Strategy, Partnerships and Communications Manager	Assessment team	Joanna Little – Corporate Policy and Partnerships Manager Emma Barron – Equality Officer
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Start date	December 2012	End date	March 2013 Updated 22.05.13	Review date	The Community Strategy is refreshed every five years. A new equality impact assessment will take place in 2018 in preparation for the 2019 to 2024 strategy. There will be an annual action plan to deliver the community strategy and there will be a brief EQIA to accompany these.
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Stevenage Borough Council as a service provider, employer and community leader is committed to achieving equal opportunity, being wholly inclusive and ensuring fair access for everyone, no matter what their race, ethnic or national origin, religious belief, disability, age, sex, sexuality, marital status or income. Equality Impact Assessments (EqIAs) are an important part of the process in ensuring that our intention is translated into action.

Carrying out EqIAs helps to ensure that decisions taken by Stevenage Borough Council are made in a fair, transparent and accountable way, considering the needs and the rights of different people in the community. An EqIA is essentially a tool for service improvement - to ensure we focus on the needs of our customers, the people of Stevenage.

EqIAs take the user through the process of considering available evidence of the impact of a policy, service or function on equality groups with the aim of identifying actions to eliminate any identified discrimination and take opportunities to promote equality and diversity. EqIAs will be carried out on Stevenage Borough Council services, policies and functions that are relevant to equality and are new or under review.

Based on the 'protected characteristics' under the Equality Act 2010, the EqIA considers the impact on the following groups when reviewing, developing or making decisions about new or existing policies, services or functions:

- Disability
- Race
- Gender
- Sexual orientation
- Gender reassignment
- Age
- Religion and belief
- Pregnancy and maternity
- Marital status

In addition, socio-economic factors are also considered in EqlAs, as directed by the Executive of Stevenage Borough Council. Note however that, as this factor is non-statutory, decision makers should use their discretion when considering the analysis of socio-economic impact.

EqlAs are a demonstration of our compliance with the requirements of the Public Sector Equality Duty as described below.

The Public Sector Equality Duty – Section 149 of the Equality Act 2010

A public authority must, in the exercise of its functions, have due regard to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Step 1: Collecting evidence

This step involves identifying the aims of the policy, service or function and collects evidence relating to the impact on service users and particular groups.

What is being assessed?	The SoStevenage Community Strategy 2013-18 is the plan for the local partnership. It outlines SoStevenage’s vision and priorities for the town. The last community strategy was written in 2007 and needed to be refreshed in order to reflect the changed circumstances in which we are operating.
What are the aims?	As part of the local strategic partnership, Stevenage Borough Council will work with partners to try and achieve the priorities in the strategy. The strategy has three key themes, under which sit nine priorities: <ul style="list-style-type: none"> • Healthy economy <ul style="list-style-type: none"> - Improve the local economy and housing - Increase skills and employability - Help residents to manage their money - Understand and address child poverty • Healthy communities <ul style="list-style-type: none"> - Ensure clean and green spaces - Help people feel safe - Support and encourage volunteering • Healthy people <ul style="list-style-type: none"> - Encourage healthy lifestyle choices - Support good mental health
Who may be impacted?	Delivery of the community strategy affects the quality of life of all Stevenage residents.
What measures are already in	To ensure a robust strategy that meets the needs of Stevenage residents, the strategy was developed with SoStevenage partners, council Members

<p>place?</p>	<p>and officers. All these different groups contributed their knowledge of the needs of residents and how the partnership's activities would affect residents.</p> <p>Residents helped to shape the development of the strategy through the following consultation events:</p> <ul style="list-style-type: none"> • Café choice – 10 December 2011 • Your Voice Your Choice – 15 November 2011. <p>The draft strategy was consulted on internally with the Leader, all Councillors and staff. It was circulated electronically to all Council members, heads of service and service managers. The draft strategy was consulted on externally with local partners (including all voluntary and community sector organisations on the council's database) and key business contacts in the town.</p> <p>Residents were consulted on a draft version of the strategy at:</p> <ul style="list-style-type: none"> • Café choice – 15 December 2012 • Available on the council website <p>Small changes were made to the strategy as a result of the feedback received.</p> <p>Once it has been approved by the council and SoStevenage, the strategy will be published on the council's website.</p>
<p>What is the evidence of impact?</p> <p>What do we know about the people who may be impacted?</p>	<p>The community strategy is for all Stevenage residents and is not designed to lead to any reduction in services.</p> <p>Some groups may benefit more from the strategy than others. Groups with specific needs like the unemployed, homeless people and those with mental health issues are likely to particularly benefit from the strategy because it promotes partnership working on these areas.</p> <p>Data was used to help inform the development of the strategy and understand the needs of Stevenage residents. This included:</p> <ul style="list-style-type: none"> • Residents survey – 2012 • Data from Hertfordshire Police • Data from Hertfordshire County Council Community Safety Unit • The Joint Strategic Needs Assessment – 2012 • Indices of Multiple Deprivation • NOMIS – Official Labour Market statistics • Hertfordshire County Council Education and Data Collection Service – 2011

	<ul style="list-style-type: none"> • Projecting Adult Needs and Service Information • Stevenage Health Profile 2011 <p>The action plan for the Community Strategy is being developed with partners. Residents had the opportunity to suggest actions for the plan at Café Choice on 15 December 2012. The SoStevenage Annual Forum was held on 24 January 2013. It was open to all residents and included a series of workshops with partners on the SoStevenage action plan.</p>
<p>What do we still need to find out?</p>	<p>SoStevenage will analyse ward level 2011 census data when it is available to help inform the 2014/15 action plan for the community strategy.</p>

Step 2: Assessing the impact

This step involves using the evidence we have gathered to analyse the impact of a policy, service or function on people with protected characteristics. The table below provides details of the potential negative and positive impacts as well as information about what can be done to mitigate negative impact or further the aims of the equality duty.

Assessing the Impact Table

Does the policy/service/function have a potential positive or negative impact in relation to...		1. Negative or disproportionate impact	2. Positive impact	3. Actions to mitigate negative impact (or comment on impact)	4. Actions to further promote equality (or comment on impact)
Race, ethnicity and national origin	Asian or Asian British (including Indian, Pakistani, Bangladeshi, Chinese etc)				
	Black or Black British (including Caribbean and African)				
	Mixed Race				
	White (including British/Irish/Scottish/Eastern European)				
	Travellers or Gypsies				
	People who don't speak English				Translated versions of the strategy will be available if requested as per corporate guidelines.
Gender and Gender Identity	Women		More women than men are affected by domestic abuse. The strategy states the need to increase action and awareness in this area.		
	Men				
	Transgender and Transsexual				
Disability People with...	Physical or mobility impairments including wheelchair users				
	Hearing impaired/deaf				
	Visually impaired/blind				

	Mental health problems		There is a 'Healthy People' theme with a priority to 'support good mental health and wellbeing'.		Alternative formats of the document will be available on request as per corporate guidelines.
	Learning disabilities				
	Long standing illness or non-visible conditions such as epilepsy or diabetes		There is a 'Healthy People' theme.		
Age	0-5		There is a priority to understand and address child poverty.		
	6-12		There is a priority to understand and address child poverty.		
	13-19		There is a priority to understand and address child poverty.		
	20-29		Nationally there are high unemployment rates among young people. There is a 'healthy economy' theme with priorities to 'help residents to manage their money' and 'increase skills and employability'.		
	30-44				
	45-59				
	60-64				
	65-74		Isolated older people		

	75 or over				
Sexuality	Heterosexual/straight				
	Gay man				
	Lesbian/Gay Woman				
	Bisexual				
Religion/ belief	Christian				
	Buddhist				
	Hindu				
	Jewish				
	Muslim				
	Sikh				
	Other				
	No religion or belief				
Marital status	Single				
	Married				
	Civil partnership				
	Divorced				
	Separated				
	Widowed				
	Cohabiting/Unmarried partners				
Pregnanc y and maternity	Pregnancy				
	Maternity (including breast feeding mothers)				
*Socio- economic	Low income		There is a 'healthy economy' theme with priorities to 'help residents to manage their money' and 'increase skills and employability'.		
	Homeless		There is a 'healthy economy' theme with the priority to 'improve the local economy and housing'.		

	Unemployed		There is a 'healthy economy' theme with priorities to 'improve the local economy and housing' and 'increase skills and employability'		
	Part time workers		There is a 'healthy economy' theme with priorities to 'help residents to manage their money' and 'increase skills and employability'.		
	People who don't have the internet				Hard copies of the strategy can be made available on request to residents who do not have access to the internet.
	People who need to use public transport				
	Other		There is a priority to understand and address child poverty.		
Other	Marriage/civil partnership				
	Parents/single parent				
	Carers of people with disabilities		The strategy advocates giving carers of people with mental health issues more of a voice.		
	Children in contact with staff				

Step 3: Planning for improvement

With potential impact identified, this step involves setting out what we will do to mitigate negative impact or further promote equality.

Goal	Actions	Person responsible	Resources needed and source	Time frame to implement	How actions are integrated into planning
Gain greater insight into the makeup and needs of Stevenage residents	<ol style="list-style-type: none"> 1. Analyse 2011 census data 2. Use this analysis to tailor SoStevenage meeting agendas 3. Use this analysis to inform the 2014/15 action plan 	Joanna Little (Corporate Policy and Partnerships Manager)	Corporate Policy and Partnerships Team	Autumn 2013	Integrated into Corporate Policy and Partnerships Team work plan
The strategy will be made more accessible for residents	<ol style="list-style-type: none"> 1. Offer translated versions of the document on request 2. Offer large print versions of the document on request 3. Offer printed versions on request 	Lucie Culkin (Communications Manager)	To end of strategy - 2018	Summer 2013	Already a corporate function
Regularly review potential impact of SoStevenage activity on equality groups	<ol style="list-style-type: none"> 1. Complete brief EQIAs on each annual action plan to the end of the community strategy – 2018. 	Joanna Little (Corporate Policy and Partnerships Manager)	Corporate Policy and Partnerships Team	To end of strategy	Integrated into Corporate Policy and Partnerships Team work plan

Step 4: Outcome of assessment

In this step the outcome of the EqIA is identified. An EqIA has four possible outcomes; more than one may apply to a single policy, service or function.

Outcome		Tick
1. No major change needed (unlikely outcome).	The EIA demonstrates the policy, service or function is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.	<input checked="" type="checkbox"/>
2. The Policy has been adjusted.	The EIA identified potential problems or missed opportunities and adjustments were made to remove barriers or better promote equality. Details of the actions taken and planned are in the Action Plan table above.	<input type="checkbox"/>
3. Continue the policy without adjustment.	The EIA has identified the potential for adverse impact or missed opportunities to promote equality but the policy, service or function will be continued without change. See the box below for the reason for this outcome.	<input type="checkbox"/>
4. Discrimination identified – stop and rethink.	The EqIA has shown actual or potential unlawful discrimination under the Equality Act 2010 and will be removed.	<input type="checkbox"/>

SIGN OFF BY LEAD ASSESSOR

Name: Karen Griffiths

Position: Corporate Strategy, Partnerships and Communications Manager

Date approved: 07.03.13

SIGN OFF BY HEAD OF SERVICE

Name: Richard Protheroe

Position: Head of Housing, Community and Communications

Date approved: 08.03.13